

## AsiaDHRRA's Leadership Development Framework

| AsiaDHRRA's mission  | Role of network leaders     | Desired knowledge, skills and attitudes  |  |   |
|--|-----------------------------|--|--|---|
|  |                             | Knowledge  | Skills   | Attitudes   |
| Promoter and catalyst of relationship through the people to people dialogue and exchange                                 | Consensus-builder           | Techniques and tools in consensus building   | Facilitating skill for decision-making   | Openness  |
|  | Network builder and manager | Lessons and trends in building alliances/coalition/partnerships<br>AsiaDHRRA history VMG, plans, members & staff<br>Current regional situation, development issues & approaches and Alternatives<br>Strategic network management<br>Tools and techniques in issue analysis<br>Tactics & strategies in advocacy | Listening to conflicts<br>Dialogue/ negotiation skill<br>Public presentation skill<br>Linkaging<br>Strategic planning<br>Critical thinking<br>Synthesizing skills<br>E-communication | Tolerance<br>Humility<br>Patience<br>Visionary<br>Conviction<br>Confidence<br>Democratic<br>Truthfulness/honesty/ transparency<br>Courage |
| Mobilizer of resources for human resource development  | Advocate                    | ICTs   | Ability to motivate and inspire colleagues, partners, constituents towards the vision  | Strong faith<br>Magnanimity<br>Caring   |
| Facilitator of processes and opportunities for the strengthening of solidarity and kinship among Asian rural communities | Synthesizer of information  | Ways of reading statistics/government data<br>Techniques in maintaining healthy and positive lifestyle   | Ability to sustain and enrich organizational culture that is consistent with principles and values<br>Stress management skills   | Compassion for the rural poor / groundedness  |
|  | Keeper of the covenant      | New ways of motivating and inspiring people  |  |   |









