

Terms of Reference for GAIN Nigeria Staff Retreat: Consultancy to Design and Facilitate a Four-day Team Building Retreat

23:00/18.09.2023

The retreat aims to achieve, in specifics, the following:

- Enhance employee engagement by creating a positive work environment where employees feel valued, heard, and supported.
- Strengthen GAIN Nigeria's team resilience and well-being – by ensuring active listening, work-life balance, and prioritizing empathy.
- Enhance better team collaboration and co-creation.
- Hold sessions to discuss the added GAIN values, humility, integrity, and voice; and how to embed them into our ways of working as a team, and our program implementation approaches.
- Hold sessions and conversations about our code of conduct and safeguarding policy and its impact on our work to ensure all staff including new colleagues understand the requirements and provisions.
- Celebrate ourselves; bond, unwind, and have fun.

Expected Outcomes

- An in-depth understanding of humility, voice values, and integrity as it relates to our day-to-day activities with stakeholders.
- Enhanced team collaboration and an enabling positive work environment.
- Shared understanding by all staff on the revised code of conduct and safeguarding policy
- Strategies shared on how to enhance the softer elements of project implementation.
- Staff have a deeper understanding of the history of Nigeria in the South-South region and a deeper appreciation of local culture and diversity.
- A more enthusiastic and refreshed team

Download the [**GAIN Terms of Reference for GAIN Nigeria Staff Retreat: Consultancy to Design and Facilitate a Four-day Team Building Retreat.**](#)