



Our Profile



FOR CONSULTING & TRAINING
للاستشارات والتدريب



About OHRD

Human Resource Development for consultancy and training **OHRD** is a full-service consultancy and training firm with offices in Ramallah and Hebron. With 10 years experience delivering first class consulting services to a wide range of clients in a multiplicity of specialisms, **OHRD** is a leading consultancy firm in Palestine, As a women-led company, **OHRD** is committed to society equity and equality and seeks through its services to make a positive lasting contribution to the development of the community.

Our Services & Expertise



Our Services

Consultancies » Professional Development Training » Language Courses

Our Expertise

- Monitoring & Evaluation
- Human Resource Development
- Brand Management
- English for Business
- Security Capacity Development
- Change Management
- Capacity Building
- Admin & Accounting
- Employability Skills

Agriculture & Environment » Women & Youth » Finance & Market Analysis
» Human Rights Based Approach



Mission Statement

integrity
transparency
gender equity
creativity

To advance socioeconomic opportunities for sustainable development in Palestine through providing excellence in consultancy services, professional development training and language instruction, and in doing so to enhance the efficiency and effectiveness of our partners through developing their human capital and organizational capacities.

equality
open dialogue
ethical practice
flexibility



Our Vision

A Palestine in which **OHARD** actively contributes to thriving public and private sectors where all groups of society enjoy equal participation and pay in the Palestinian labour force and youth are represented and involved at all levels, and where **OHARD** plays a meaningful role in sustainable economic development through offering our partners a competitive advantage which helps to attract and retain the best of Palestinian talent.



Experience

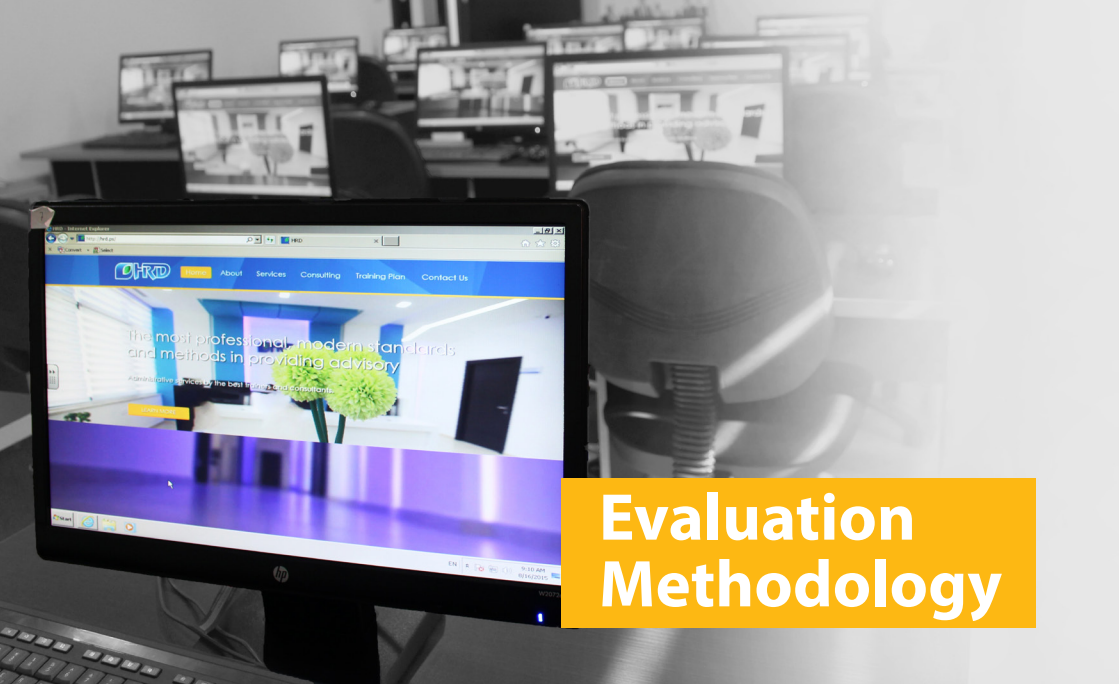
HRD has worked with a diverse range of clients in the governmental, charity and private sectors, as well as with local and international nongovernmental organizations including the UN and donor agencies in Palestine, Oman, UAE, Yemen, Bahrain, Iraq, Saudi Arabia, Algeria, Canada, and the USA. We are proud to have provided consultancy services to international, local and regional organizations and companies including but not limited to:

- | | | | |
|----------------------------|----------------------|-------------------|-----------------------|
| ✓ World Bank | ✓ UNOPS | ✓ Jawwal | ✓ PARC |
| ✓ Bank of Palestine | ✓ GIZ | ✓ Wataniya Mobile | ✓ PCBS |
| ✓ Palestinian Islamic Bank | ✓ Care International | ✓ OFFTEC | ✓ Birzeit University |
| ✓ Arab Bank | ✓ Action Aid | ✓ UNIPAL | ✓ Ministry of Culture |
| ✓ GUPT | ✓ Bar Association | ✓ FPCCIA | ✓ UAWC |
| ✓ PMDP | ✓ UCS | ✓ MDLF | ✓ Hyundai |
| | ✓ MOA | ✓ PWA | ✓ MOI |



Approach

Applying a participatory approach, **OHARD** considers its clients as partners and provides **customized services** by matching the skills and expertise of our consultants to the specific needs of each client, working around budgetary and time restraints in **creative** ways. In addition to consultancies, we provide services to develop the professional skills and technical know-how of the Palestinian workforce through offering **specially tailored workshops and trainings**, with a focus on Palestinian youth and transferable and soft employability skills. **OHARD** also offers *trainings in democracy, gender equity, human rights and children's rights, with tailored trainings on other topics available upon request.*



Evaluation Methodology

We strive to achieve the highest quality of output in everything we do. Building on ten years of experience evaluating projects, programmes and organisational structures and systems **OHRD** has developed a comprehensive approach to evaluation, assisting clients to make the critical decisions and essential changes necessary to **improve the quality of outputs and advance their competitiveness** in the marketplace.

Our holistic approach to evaluation involves pre and post evaluation using a baseline, mid-evaluation and endline analysis as well as a conclusive evaluation after 3 months of the end of the project. With the expertise of our skilled consultants and full-time staff, **OHRD** confidently employs a variety of tools including **needs assessments, key informant interviews, focus group discussions** (FGDs) and statistical analysis in addition to **value chain analysis** for small to medium enterprises, cooperatives and organisations.

A man with dark hair, wearing a dark suit, light purple shirt, and a striped tie, is seated at a dark desk in an office. He is looking towards the left. On the desk in front of him are several sheets of paper and two smartphones. The background is slightly blurred, showing other office desks and people.

Our Resources

OHARD has recently opened a new branch in the southern governorate of **Hebron** and is available in all regions, including in **Gaza**. Our Hebron branch contains a multi-room center in the southern governorate of Hebron, which can accommodate large groups for a variety of activities including round table and focus group discussions, conferences and trainings and doubles up as a co-working field-based research space.

The company's main office in Ramallah is fully equipped with contemporary furnishings and the latest technical equipment. A total of five meeting rooms, including one room equipped with a **video-conferencing system**, are available for use by partners, clients and consultancy teams. All meeting rooms contain smart boards, projectors, sound systems with microphones, as well as a number of laptops and desktop computers. There is also a dining area available for individuals and groups using the **OHARD** offices.






Our Staff

QHRD is proud of its team of distinguished experts who are equipped with the highest theoretical knowledge and practical experience in their respective fields. **QHRD** boasts a **high caliber of full-time staff** members with expertise in diverse fields including in the social sciences, economics, gender relations, human resources, graphic design and monitoring and evaluation. Our full-time staff provide technical and logistical support to our consultancy teams on an on-going basis. **We** have departments in coordination, procurement, recruitment, technical guidance, research and training, marketing, finance, and IT. All the departments strive to keep up with the latest in **international best practice** in their respective fields.



Highlights

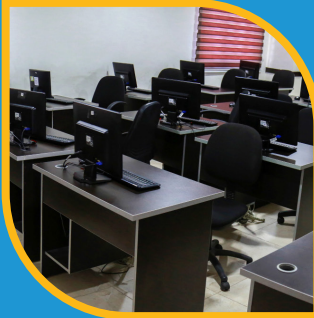
-  supported the Ministry of Interior and 17 security services sections to establish External Relations and Human Resource departments and financial and administrative systems, developing unified protocol for target groups and harmonizing organisational structures for the first time in the history of the PNA.
-  worked with Palestinian women in a number of marginalised areas to create small income generating projects and build the capacity of women business owners through improving their technical skills in financial systems and processes and networking with donors.
-  built the capacity of psychosocial counsellors who work with students suffering multiple and complex challenges by identifying mechanisms and drafting cross-sectional work plans to minimize truancy and dropout rates.



Corporate Social Responsibility

As part of our **commitment to sustainable development** in Palestine, **HRD** organizes voluntary campaigns and offers discounted services and trainings for both individuals and organizations. Examples of our CSR activities include:

- Free annual workshops with teachers to bring them up to date with the latest developments in learning and education in cooperation with Academia al-Qasemi in Baqa al-Gharbiyye
- Open workshops for college students on CV writing, scholarship applications and job interview preparation
- Activities with autistic children in our branches in Ramallah and Hebron.
- Blood donation days
- Public lectures on learning disabilities and children's rights for teachers, counselors and charities



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