

## Teambuilding and Reflection Staff Retreat

On February 24, 2022, Adheno has held a teambuilding and reflection staff retreat at Kuriftu Resort in Bishofitu. The retreat was organized for two purposes. Teambuilding was the major purpose since almost half of the staff members are newly employed including the executive director. As a result, staff members from Debre-Birhan coordination office and headquarter (Addis Ababa) got together to get to know one another in order to build a strong team and trust among the staff. In the meantime, there was a session for a brief induction among the staff. Additionally, participatory icebreaker games took place which helped for an easy interaction between the new and old staff.

The second purpose of the retreat was reflection on performances of the staff in the last five months. This session allowed staff members to reflect their experiences in terms of learning, challenges, and milestones. In this regard, they have reflected their experiences on what they have learned; what kinds of challenges have faced them; and what were their milestones in the last five months. And they put these three important topics in the form of a time line chart. Therefore, each staff member shared his/her learning, challenges and milestones with the group. This session has given a glimpse of shared challenges, milestones and many more learning opportunities. Even though each staff has his/ her challenges, most of the staff members mentioned the political instability in the project area as the biggest challenge. Furthermore, staff members mentioned milestones such as getting employment opportunity at Adheno, approval of the 2022 budget, accomplishing different important tasks among other milestones.





*Pictures taken during the performance reflection session*