



Let us
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Will you build with us?

The Pestalozzi Children's Foundation (PCF) is a unique Swiss non-profit organisation based in Trogen, Switzerland. We are committed to creating access to quality and equitable education for all children and young people in Switzerland and worldwide. The implementation of the UN Convention on the Rights of the Child forms the framework of our projects. The Children's Village is a place of encounter and the heart of our foundation.

In Laos, PCF is working with local partner organisations to create safe environments for primary school girls and boys to advance quality learning in the subjects of the Lao language, environmental education and to develop green and clean schools in partnership with teachers and local communities.

Short-term consultancy: Training on Adaptive Leadership and Strategic Staff Development | Vang Vieng, Laos | 30 March - 03 April 2026

1. Training Objective and Participants

PCF provides funding to local organisations and aims at strengthening their staff capacities and skills to achieve the programme outcomes. To support local partner organisations we would like to offer a training for project managers and field officers (including civil society organisation and government staff) on Adaptive Leadership and Strategic Staff Development. The training shall be practical, participatory and tailored to the specific needs and knowledge of the PCF partner organisations. It will focus on how leaders can effectively manage change, develop their teams, foster a motivated and high-performing staff, and treating staff development and motivation as core responsibilities.

The training shall enable participants to develop their competencies in leadership in education/adaptive leadership and staff development and motivation.

The consultancy will be tailored to the specific needs and knowledge of PCF's Laos partner organisations and developed in close collaboration with PCF HQ and the Laos Country Office.

The participants will be selected from PCF's partner organisations in Laos, which are a local NGOs of small size, and a government teacher training institution. A total of **15 - 20 participants** will attend.

2. Tentative Agenda

The agenda will be finalised jointly with the consultant, based on a needs assessment. It is expected to cover the following:

- Foundations of adaptive leadership (understanding principles, mindset shifts, and core competencies for leading in complex and changing environments);
- Diagnosing the system & mobilising change (tools and approaches for identifying and containing internal organisational stress; managing conflicts, etc.);
- Strategic staff development (aligning staff competencies with organisational goals; conducting needs assessment; designing effective personnel development plans);
- Fostering staff motivation and engagement (creating a culture of accountability and psychological safety; strategies for sustaining motivation and team resilience).

Note: The consultant is expected to provide the detailed content and agenda with potential sub-topics in the submitted technical offer.

In order to determine the current knowledge and exact needs of the participants, an assessment questionnaire shall be developed and circulated by the trainer upon provision of participants' contacts. The results will inform the detailed planning and agenda of the training.

A follow-up exercise for the participants may be part of the training package (participants go back to their respective work and apply their learning). The exact needs will be assessed with the participants and format is to be identified and agreed with the trainer.

3. Dates, Language and Place

- **Dates:** The assignment is scheduled to take place between **30 March to 03 April 2026**. The duration will not exceed five days (excluding arrival and departure).
- **Language:** The workshop will be delivered in **Lao**.
- **Location:** Vang Vieng, Laos.
- **Logistics:** Costs for transport, accommodation, and meals are covered by PCF.

4. How to apply

Please apply via [Short-term consultancy: Training on Adaptive Leadership and Strategic Staff Development](#) submitting a technical and financial offer and your CV **by 31 January 2026** at the latest. If you have any questions or require further information, please feel free to contact Phetphachanh Khamphanh at k.phetphachanh@pestalozzi.ch or phone +856 20 93 441 934.

The Terms of Reference form part of the contract to be signed with PCF.

More information about PCF: www.pestalozzi.ch/en