



ToR for Team Building Session

Activity: Team Building for Free The Slaves Staff
Location: Nairobi, Kenya
Date: Saturday, October 3, 2026
Time: 8:00am – 5:00pm
Language: English
Venue: TBC
Organizer: Free the Slaves Inc.

ToR for Facilitation of Team Building Session for the Staff of Free the Slaves

About Free the Slaves Inc. (FTS)

FTS is an international anti-modern slavery organization headquartered in Washington, DC, USA, working to eradicate modern slavery around the world.

Created in 2000, Free the Slaves' mission is to end the conditions that allow modern slavery to exist. These conditions are exacerbated by many factors including poverty, climate change, forced migration, misuse of technology, etc. Our core values include integrity, collaboration and compassion, commitment to excellence, and respect for human rights.

With a team of over 25 culturally diverse staff based in different countries around the world, FTS develops and implements anti-modern slavery programs in modern-slavery affected communities around the world.

These programs are implemented in Africa (Central, West, Eastern and Southern Africa), Asia (South and Southeast Asia), Latin America (Central and Southern America), the Caribbean, Middle East and North Africa, and North America (Canada and the US). In these regions, FTS has offices and staff.

For more information: <https://freetheslaves.net/>

Proposed objectives of the team building session:

The team building session is meant to:

- Enhance staff relationships to foster a shared organizational culture across regions and divisions
- Strengthening alignment around FTS's mission, vision, values, and strategic priorities,



- Create space for staff to reflect on how our different regional experiences, perspectives and ways of working can contribute to a stronger organisation wide approach
- Build trust and psychological confidence,
- Improve communication skills,
- Foster collaboration and problem solving across regional and program offices,
- Align with organizational goals and policies,
- Boost belonging, morale, engagement, and collective ownership of organizational goals
- Develop leadership skills
- Reduce conflict and promote accountability.
- Shared understanding of individual strengths and work styles

Facilitator's role:

The role of the facilitator of the team building session will be:

- Planning: before the session, the facilitator will set the objectives, design the format,
- Guiding: during the session, the facilitator will direct the flow, manage transition, keep energy high
- Coaching: during the session, the facilitator will encourage growth, challenge comfort zones
- Conflict mediator: during the session, the facilitator will address tension, reframe disagreements
- Evaluate: after the session, the facilitator will measure outcomes, gather feedback, and report results.

Expectations:

The Facilitator: it is expected that the facilitator will bring the materials, tools and equipment needed for an effective and successful session.

Free the Slaves: it is expected that FTS will provide the venue. The venue will have the necessary infrastructure required for the session: projector, audio equipment, internet, electricity, etc.

Specific expected outcomes for the session:

- Aligned expectations and structure
- Smooth execution and full participation
- Individual and team development
- Psychological confidence, safety and trust
- Accountability and continuous improvement

**Facilitator Specifications**

- Over 5 years of experience conducting team building sessions
- Be based in Nairobi, Kenya
- Fluent in English language
- Impeccable knowledge of civil society organizations and international NGOs
- Strong background in teaching, facilitation, training.
- Experience facilitating multicultural and geographically dispersed teams
- Demonstrated ability to foster collaboration across diverse cultures, functions, and professional backgrounds.
- Experience supporting organizational culture development and team cohesion.

Payment:

The rate of the team building facilitator will depend on experience and will be agreed between the parties, meaning Free the Slaves and the Facilitation. Payment will be made in local currency.

Contact:

For any contact or questions, please contact Mr. Kuldeep Chauhan Singh at:

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