



12 May 2026

# Coaching program between ICF, EY & DRC

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**DRC** DANISH  
REFUGEE  
COUNCIL

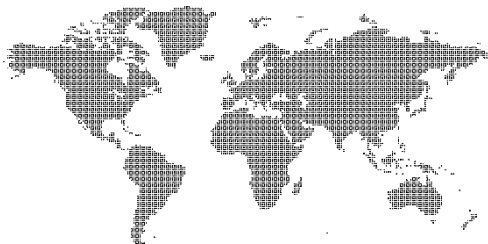


Who are we?

The Danish Refugee Council (DRC), founded in 1956, is Denmark's largest and one of the world's largest refugee and internally displaced NGOs



**DENMARK'S LARGEST  
NGO**



**ONE OF THE WORLD'S  
LEADING REFUGEE NGOs**



DRC is ranked the fourth best NGO in the world.



DRC is Core Humanitarian Standards (CHS) certified.

### DRC's VISION:

A dignified life for all displaced

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### DRC's MISSION:

We assist refugees and displaced, protect their rights and empower them towards a better future







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### DRC's VALUES:

Humanitarian, respect, independence and neutrality, inclusion, honesty and transparency



# NUMBER OF...

REFUGEES AND DISPLACED PERSONS GLOBALLY		117,300,000
REFUGEES AND DISPLACED PERSONS SUPPORTED ANNUALLY BY DRC		Approx. 7,900,000
COUNTRIES WITH DRC PRESENCE		30
EMPLOYEES		6,500
VOLUNTEERS		5,000
TURNOVER		DKK 3,6 BILLION EUR 482 MILLION USD 518 MILLION



# Coaching

# Why did we engage in coaching



Over the past years, DRC has been through several reorganizations both in our headquarters and across the world.



US suspension of international aid in the beginning of 2025 lead to 2,000 colleagues leaving worldwide and close down a number of our country operations leading to further reorganizations.



The future donor landscape is currently unpredictable and not looking very positive which is concerning to many.



Difficult time for many of our employees and managers, and we believe is a great opportunity for our managers in HQ to talk to external coaches.

# How does it work



Managers are offered 6 sessions of one hour each between January and August 2026.



After a kick-off meeting in November, coaches and managers could sign up. DRC HR matched coaches and managers based on language and onsite vs online preferences.



31 managers in DRC's HQ signed up. Most are based in Copenhagen, but some are based outside though part of our HQ setup.

# What is the value for DRC and our managers

Leaders get concrete help for their leadership goals or dilemmas.

Leaders develop their own thinking, self-awareness and perspectives as leaders.

Interest from our country operations.

Managers appreciate the initiative and the coaching.

Gives inspiration for other initiatives.

# Quote from a coachee/manager

*"My experience working with a coach over the past few months has been truly transformative. In our field of work, the stakes are so high that we often forget to prioritize ourselves and the specific challenges we face.*

*Working with a coach has helped me take a necessary step back, think critically about my role as a manager and identify long-term solutions.*

*It is an introspective journey that takes time, but it already had a real impact on both my well-being and the quality of my work."*

**- Manager in DRC**



# Manager's experience



Questions?



Thank you!