



Humanitarian
Leadership
Academy



Humanitarian Leadership Academy

2024 Snapshot



Contents

Welcome	03
The HLA	04
Our Team	05
Mission & Vision	06
Drivers of Change.....	07
Kaya	08
HPass	09
HLA Pillars	10
Local Leaders	11
Approach 1.....	12
Eco-Leadership.....	13
Approach 2.....	14
Capacity Surge Pilot.....	15
Approach 3.....	16
Women in Leadership.....	17
Professional Development.....	18
Technical Expertise	19
Technical Expertise - Strategy	20
Education in Emergencies	21
Child Protection in Emergencies	22
Public Health in Emergencies	23
MHPSS	24
Community Resilience	25
Community Resilience - Strategy	26

Approach 1	27
Humanitarian Operations	28
Approach 2	29
Partnership Brokering	30
Approach 3	31
ReactMHPlus Tool	32
Response Learning Hub	33
Our Regional Centres	34
Asia-Pacific - Context	35
Asia-Pacific - Response	36
Eastern Europe - Context	37
Eastern Europe - Response	38
East & Southern Africa - Context	39
East & Southern Africa - Response	40
West and Central Africa - Context	41
West and Central Africa - Response	42
Latin America & Caribbean - Context	43
Latin America & Caribbean - Response	44
Middle East & North Africa - Context	45
Middle East & North Africa - Response	46
Get in Touch.....	47



Welcome

In a fast changing world where humanitarian crises are on the rise and humanitarian need reached its highest peak ever mid last year, never has there been a more needed time to solidify our offer as the Humanitarian Leadership Academy (HLA).

The HLA last year responded to 39 different crises through its six regional centres with a vast array of different initiatives which this snapshot captures. To respond effectively, the team aims to be as agile, collaborative and local as possible, keeping a close watch on both global and regional trends, drawing on our own research and evidence to ensure the impact we are having supports positive and lasting change.

Rachel O'Brien
Director of the HLA



The Humanitarian Leadership Academy

We are the Humanitarian Leadership Academy (HLA). We are a leader in the humanitarian learning space, we strengthen people's skills and capabilities through learning, helping people in the humanitarian sector to prepare for and respond to crises.

Our learning offer encompass a diverse range, including short courses and micro-learning, accredited diplomas, group collaboration, and personalised one-on-one coaching. We offer a spectrum of learning modalities, spanning from capacity-strengthening support to needs-based and self-guided learning. Whether it's face-to-face assistance during emergency situations or virtual reality simulations, our approach is both varied and flexible.



Our Team

The HLA team represents a global network of learning specialists, adept in operational, technical, and organisational growth. Our digital learning design studio is central to expanding our blended programmes, ensuring their sustainability and reach. With the oversight of our established platforms Kaya and HPass, alongside our strategic regional centres, we develop meaningful partnerships and offer tailored support worldwide.

These efforts localise our global mission. Our effectiveness is amplified by the integration of supporting functions such as communications, operations, research and evidence, business development, all contributing to our impactful learning and development initiatives across the globe.

Additionally, our network of partners, alumni, pool of coaches, online learners, and facilitators play a crucial role in extending our reach and boosting the quality of our work.



Our Mission

To enable people to prepare for and respond to crises in their own countries by providing high quality learning opportunities.

Our Vision

A world where everyone has the capabilities to handle crises, ultimately saving lives.

Drivers of Change

We are committed to being catalysts for transformative change, reshaping how emergencies are approached. Our Learning offer reflects this commitment, providing first responders with innovative tools, knowledge, and practices essential for leading change. Our vision is to foster and innovate, driving systemic shifts that transform emergency responses and decision-making.

Our drive prompts us to challenge and reformulate existing frameworks, promoting a new approach prioritising agility, collaboration, and strategic foresight. Utilising cutting-edge technologies and forward-thinking methodologies, we strive to boost the responsiveness and effectiveness of emergency responses. Our emphasis on systemic change seeks to cultivate environments conducive to collaborative success, fostering more coordinated and impactful responses.

By focusing on initiatives that unite diverse stakeholders, we advocate for a collaborative space that fosters shared knowledge and joint action, facilitating innovative solutions to complex challenges.

Kaya

Kaya is a global learning platform where learners will find both online and in-person learning opportunities, which are completely free to access. Reaching over 700,000 humanitarians across the world, a high concentration of learners are from countries facing access issues to training. Kaya has over 500 free courses available in up to 12 languages to help learners improve their understanding of humanitarian responses.

Learning content is also available from our partners including UN agencies, the International Rescue Committee, and the International Committee of the Red Cross.

Kaya serves hard-to-reach humanitarian learners as it can be used without internet connection.



kayaconnect.org



HPass

Supporting humanitarian professional development, our accreditation platform creates and issues digital badges for specific course and assessment completions. HPass responds to the need for consistent professional development and learning for humanitarians, who move frequently between organisations and locations, and need their skills and experience to be recognised in order to be deployed quickly, especially during emergency response.

Join our growing community of humanitarians.

hpass.org

HLA Pillars

The humanitarian landscape is constantly evolving, with needs escalating at an unprecedented pace. Today's context is increasingly defined by interconnected crises, amplifying vulnerabilities and risk. In response the Humanitarian Leadership Academy works through three strategic interconnected pillars, that serve as our compass to drive meaningful change.

Strengthen Local Leaders

This pillar aims to support visionary leaders to drive systemic change through local-led initiatives, fostering global collaboration and transformative impact in the humanitarian sector.

Strengthen Technical Expertise

This pillar is dedicated to enhancing the technical expertise of humanitarians, equipping them with the knowledge and skills to effectively respond to emergencies.

Strengthen Community Resilience

This pillar supports communities through resilience-strengthening and anticipatory actions, fostering readiness to tackle emerging challenges effectively.



Strengthen Local Leaders

The HLA aspires to develop a global movement of compassionate, visionary leaders. Leaders who are trained to embrace systemic thinking, reshape the humanitarian system, and champion locally led action. We strive to nurture leaders who will shape the future of humanitarianism and drive positive change worldwide through three distinct yet complementary approaches. We design and adapt content to meet the specific needs of teams and organisations, ensuring relevance and applicability to diverse operational contexts.

Strengthen Local Leaders - Approach 1



Eco-Leadership: Nurturing Systemic Thinkers

Our approach encourages leaders to embrace holistic perspectives to tackle crises at their roots, fostering resilience and sustainable solutions. It champions inclusivity and active participation within ecosystems, advocating for Eco-Mutualist thinking that encourages collaborative, systemic change responsive to local needs.

Some of the pillar programmes include:

- Eco-Leadership Programme
- In-person workshops, such as the Leadership Game
- Team Leadership Programme
- Crisis Management Programme

Eco-Leadership

Partnering with the Eco-Leadership Institute, the HLA has launched a transformative programme that redefines leadership, promoting ethical impact and sustainability by integrating shared values, participative structures, and eco-mindsets, preparing leaders to navigate today's interconnected environmental, social, and technological challenges.



Strengthen Local Leaders - Approach 2



Process Consultancy Approach: Cultivating Change Agents

Our Process Consultancy Approach fosters change agents with insights into organisational development, guiding entities towards transformation through self-awareness. Our coaches initiate a ripple of enduring change, embracing vulnerabilities with humility.

Some of the pillar programmes include:

- Team Coaching Workshops
- Organisational Capacity Assessments
- Capacity Surge Pilot

Capacity Surge Pilot

Our Capacity Surge Pilot Initiative forges strategic partnerships between experienced leaders and local organisations, mentoring them to autonomously navigate their unique challenges. It's designed to bolster local leaders' and organisations' abilities in managing emergency responses, equipping them with resilience tools and connecting them to a global expertise network.

Emphasising both local and international collaboration, this approach underlines the critical importance of local leadership in crafting sustainable humanitarian strategies.



Strengthen Local Leaders - Approach 3



Coaching Excellence: Leveraging Experience for Growth

Our coaching strategy leverages mentorship's transformative power, connecting leaders with experienced humanitarian coaches. This support fosters leadership development, aiding teams through crisis and change by drawing on collective wisdom within the humanitarian sector.

Some of the pillar programmes include:

- Women in Leadership Mentoring Programme
- Across Organisational Mentoring Programme
- Crisis Coaching Initiative
- Youth Leadership Programme
- Professional Development Programmes

Women in Leadership Mentoring Programme

A global community offering free discovery, development, and support exclusively for women leaders and aspirants in the humanitarian and development sectors.

A platform fostering dialogue, sharing experiences, and building trusted relationships through influential speakers and sessions on leadership and overcoming challenges.



Professional Development

Through our partnership with Coach Mentoring Ltd we are committed to strengthening the coaching culture within the humanitarian sector, broadening our diverse Humanitarian Coaching Pool to support leaders in regions including Sudan, Gaza, and Afghanistan.

The success of our professional development initiatives, from Post Graduate Certification accomplishments to Masters progressions, highlights our dedication to enduring skill development.





Technical Expertise

The Technical Expertise Pillar is dedicated to helping equip front-line humanitarian practitioners with essential technical skills in health, nutrition, water and sanitation, education, protection, mental health and psychosocial support and cash assistance.

Prioritising local organisations, it ensures inclusive, quality humanitarian programmes address diverse needs, offering accessible learning recognition and opportunities for career development.

Technical Expertise - Strategy



By helping equip national and local actors with relevant contextualised technical skills and knowledge we empower them to play an even more prominent role in humanitarian efforts.

The use of sector-wide technical competency frameworks and multiple forms of accreditation plays a vital role in supporting career development and recognising learning achievements.

This not only develops individual capabilities but also contributes to developing technically skilled pool of humanitarian practitioners who can lead and execute high-quality, inclusive, and effective humanitarian responses worldwide.

Education in Emergencies

Our Education in Emergencies (EiE) Professional Development Programme (PDP) equips front-line responders with the essential skills for delivering quality education in humanitarian responses.

A tiered range of blended courses - in-person EiE Fundamentals, EiE Online (self-directed content) and the university-accredited EiE Advanced - developed and delivered in collaboration with leading organisations and institutions, provide a comprehensive learning journey, helping ensure that every child has access to the education they deserve, regardless of circumstances.



Child Protection in Emergencies

Our Child Protection in Emergencies (CPiE) capacity strengthening work equips front-line responders with the skills to help protect children in crises. Through partnerships with sector bodies and coordination mechanisms, we offer a blend of self-directed online content, distance learning, and in-person training, including Child Protection Training of Trainers (ToT).

Our offer includes a wider range of topics based on need, including risk identification, protection principles and response strategies, and is facilitated by experts in the field, ensuring a holistic and impactful learning experience.



Public Health in Emergencies (PHiE)

Our PHiE capacity strengthening work, encompassing WASH, Health and Nutrition, aims to equip front-line responders with the specific skills they need to improve the health of children in crises, based on need. Through partnerships with specialist actors, coordination mechanisms and other NGOs, local and international, we offer a blend of self-directed online content, distance learning, and in-person training.

Current project topics include child wasting, conflict injury and WASH management and behavioural change. These initiatives are facilitated by experts, and are supported by follow-up Training of Trainers.



Mental Health & Psychosocial Support

We also work in collaboration with technical experts in the area of Mental Health and Psychosocial Support (MHPSS) to offer a series of self-directed online courses for practitioners, especially for the current Ukraine and Türkiye-Syria responses.





Community Resilience

At the Humanitarian Leadership Academy, we define resilience as the ability of communities, organisations, and systems to withstand, adapt to, and recover from shocks and stresses, ensuring the safeguarding of rights to survival, development, education, and protection for everyone involved.

Our programmes are designed to bolster the capabilities of staff at national and regional levels in emergency response, covering essential aspects of planning, implementing, and leading humanitarian operations.

Community Resilience - Strategy



Our strategy integrates direct capacity development, inclusive engagement, and the fostering of collaborative environments, aiming to empower communities to confront future challenges with confidence and self-reliance. This is built around three key approaches:

- Humanitarian Operations
- Partnership Development
- Well-being and Stress Management.

By weaving these elements together, we aim to strengthen a strong network of skilled local actors who can lead and support community resilience efforts.

Community Resilience - Approach 1



Strengthening Crisis Response and Preparedness

In our Humanitarian Operations approach, we focus on strengthening crisis response and preparedness at all levels. Through programmes like HOP and FIELD, we equip local actors with essential skills for effective crisis management. Tailored support and bite-size training ensure our interventions are reactive, relevant, and impactful, enhancing overall resilience.

Humanitarian Operations

The Humanitarian Operations Programme (HOP) equips responders with essential skills for effective crisis management. HOP offers both an open-access, self-paced Fundamentals course and a five-day Core training.

These resources provide theoretical knowledge and practical skills crucial for responding to emergencies, supporting individuals at every stage of their humanitarian journey



Community Resilience - Approach 2



Cultivating Equitable Change through Partnerships

In our Partnership Development approach, we foster equitable change through collaborative efforts. With a commitment to collaboration and equity, we support diverse partners to drive impactful strategies. We strengthen partnerships at all levels through specialised training, collaborative spaces, and capacity assessments, nurturing a resilient and inclusive humanitarian ecosystem.

Partnership Brokering

Through the partnership brokering association, training has been commissioned to deepen understanding of partnership management roles and essential brokering skills.

Partnership brokering equips participants to navigate the entire partnership cycle, delivering measurable benefits to all stakeholders from inception to conclusion, fostering successful and mutually beneficial collaborations.



Community Resilience - Approach 3



Well-being and Stress Management - Boosting Psychological Well-being

One of our core areas of work includes providing learning support for psychological well-being and stress management. We offer tailored learning resources, developed by experts, to support individuals facing occupational stressors and potential trauma. Our aim is to create a supportive environment that prioritises mental health and overall well-being, ensuring access to resources and learning.

ReactMHPlus Tool

We facilitate training for individuals and leaders on REACTMHPlus®, a tool created by March on Stress experts to navigate sensitive mental health discussions, crucial in our demanding environments.

This tool provides active listening skills and deepens understanding of stress and trauma's effects on staff, addressing topics such as moral injury.



Response Learning Hub

During crises, mobilising effective and compassionate support is crucial. The Response Learning Hub acts as a sector facing platform, offering a wealth of resources to strengthen the skills of those involved in emergency responses.

It provides up-to-date, translated learning materials on humanitarian aid and preparedness, ensuring responders are fully equipped to tackle the challenges of disaster relief. This initiative strengthens global emergency response capabilities by facilitating access to essential knowledge and training.

responselearninghub.org



Our Regional Centres

Strategically positioned within Save the Children, our 6 Regional Centres play a crucial role in supporting humanitarian responses on a global scale. These centres act as key conveners, forging vital partnerships with local organisations and facilitating capacity exchange that meets the complex needs of both communities and humanitarians.

This intentional focus on capacity exchange is designed to bolster skills, disseminate knowledge, and encourage innovation across various contexts, equipping humanitarians to effectively tackle the challenges before them. This approach underscores our commitment to not just deliver training but to promote a collaborative environment where shared learning and mutual growth advance sustainable, community-driven solutions.



Asia-Pacific

The Context

In 2024, Asia faces critical challenges as humanitarian conditions worsen amidst emerging crises, political deadlocks, and significant reductions in funding. The region, already susceptible to the severe effects of climate change, urgently requires localised, nexus-centred humanitarian approaches to meet the increasing scale of needs. Rising tensions and an escalation in conflict levels add further complexity.

Climate change presents a significant threat, intensifying existing humanitarian crises and affecting vulnerable populations. The operational landscape for humanitarian initiatives is changing, prompting a reassessment of approaches towards more localised responses and diversified funding sources to navigate constrained operational environments and ensure conflict-sensitive interventions for a global audience.



Asia-Pacific

Our Response

In addressing the evolving humanitarian challenges in Asia, the HLA takes proactive steps to empower local communities. Through initiatives like emergency preparedness workshops, education in emergencies programmes, and team coaching events, we equip local staff and partners with essential skills and knowledge.

In Myanmar, we conduct capacity-strengthening training for civil society organisations, while in Afghanistan, we facilitate partnership development strategies amidst emergency responses and in Vietnam, our team coaching sessions focus on nurturing emotional intelligence, fostering self-awareness, and strengthening leadership capacities. These efforts highlight our commitment to fostering resilience and driving positive change.



Eastern Europe

The Context

Eastern Europe faces a complex humanitarian challenge, highlighted by the situation in Ukraine, where over 14.6 million people require aid amidst ongoing conflict. This crisis, alongside demographic shifts towards an ageing population across the region, underscores the urgent need for comprehensive support.

The blend of escalating humanitarian needs in Ukraine and broader regional demographic changes calls for innovative solutions and international collaboration to ensure stability and progress, emphasising the critical importance of effectively addressing these challenges to support vulnerable populations.



Eastern Europe

Our Response

The HLA has led innovative training and support programmes, of which the initiatives highlighted here represent just a fraction. Key initiatives include the Sphere Standards Training, the HOP, and the EiE Professional Development Programme. Our collaboration with Network on Humanitarian Action (NOHA) has been instrumental in integrating academic insights and fostering educational synergies within the humanitarian sector.

Adding depth to our offer, the Leadership Game and the Art of Repair conference have played a crucial role in cultivating leadership capabilities and embedding whole systems thinking among humanitarian professionals. These efforts have contributed towards cross-border collaboration and fortified a resilient humanitarian community, underscoring our commitment to delivering impactful and sustainable support across the region.



East & Southern Africa

The Context

In East and Southern Africa (ESA), the climate crisis triggers livelihood disruptions and widespread migration, challenging traditional ways of life. The region faces escalating humanitarian needs from protracted crises, compounded by a looming funding crisis amidst armed conflicts and climate shocks.

The evolving landscape calls for a re-imagined aid sector approach, prioritising localised solutions and flexible, principled humanitarian action to address the unique challenges of the region.



East & Southern Africa

Our Response

Our work in East and Southern Africa in 2023 serves as a blueprint for continued support this year. Initiatives, such as the Education in Emergencies facilitation in Kajiado, Kenya, and the Anticipatory Action workshop, showcased our commitment to developing local capacities and fostering anticipatory humanitarian responses. These activities, alongside the Zimbabwe Emergency Preparedness Programme Workshop and the impactful Community Organising and Training workshop in Nairobi, underscore the breadth of our efforts to strengthen local leadership, disaster preparedness, and community resilience.

Through targeted workshops, mentor-ship schemes, and strategic grants, such as the £10,000 awarded for training participants from the Centre for Re-imagining Humanitarian Action, HLA has not only responded to immediate needs but also invested in the future of humanitarian action in the region.



West and Central Africa

The Context

The humanitarian landscape in West and Central Africa is increasingly complex, characterised by escalating inequalities, environmental challenges, and the pressing need for sustainable aid strategies. This region faces unique challenges that demand a nuanced approach to humanitarian aid, emphasising local empowerment and resilience-building. Efforts are being made to adapt aid delivery to these contexts, prioritising community-led solutions and strengthening local capacities.

The emphasis on organisational resilience demonstrates a shift towards empowering local entities to spearhead development and response efforts. As the region continues to navigate these challenges, the humanitarian sector is tasked with refining its methodologies to ensure aid is both effective and conducive to long-term stability, focusing on creating partnerships that leverage local strengths and foster sustainable development.



West and Central Africa

Our Response

Our commitment to child protection and emergency preparedness has laid a robust foundation for ongoing support. Through the Child Protection in Emergencies Professional Development Programmes, we have developed professionals' skills across NGOs and governments, tackling both chronic crises and new emergencies. Our innovative strategies showcase our adaptability and impact.

Initiatives like the Humanitarian Operations Programme in Côte d'Ivoire and the Emergency Preparedness Programmes in Senegal have strengthened capacities within Save the Children and with local partners. In 2024, we will amplify our work in West and Central Africa, expanding other parts of its portfolio as needed.

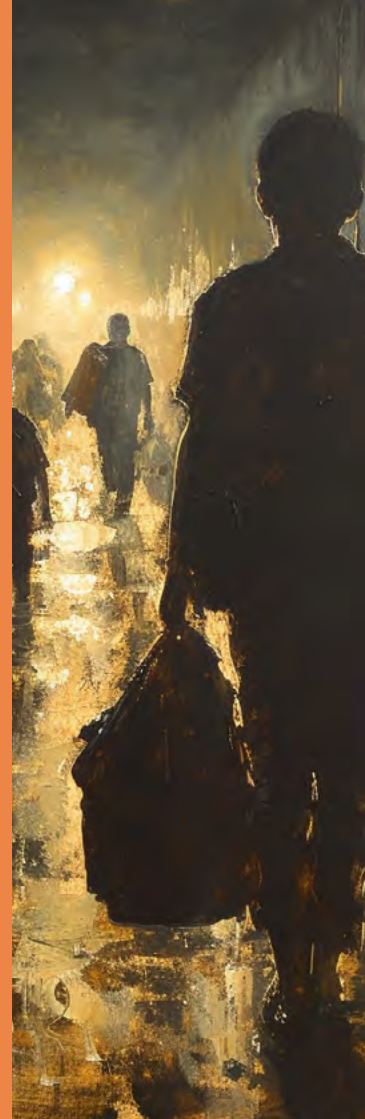


Latin America & Caribbean

The Context

In Latin America and the Caribbean (LAC), demographic shifts and human mobility are reshaping the region's landscape. Increased cross-border migration, driven by environmental factors and economic hardship, poses challenges exacerbated by restrictive migration policies.

Organised crime fuels violence and displacement while shrinking civil space hampers humanitarian response efforts amidst a funding crisis. The unfolding El Niño phenomenon further threatens food security and livelihoods, amplifying the urgent need for international attention and support.



Latin America & Caribbean

Our Response

In the Latin America and Caribbean region, the HLA has been instrumental in driving forward initiatives that develop local capacities and foster collaborative humanitarian responses. Our support for the Child Protection in Emergencies workshop in Peru highlighted our commitment to increasing technical capacity within Save the Children and the broader humanitarian community, focusing on CPIE minimum standards and their implementation. Our involvement in the LAC localisation working group and the execution of targeted webinars have laid the groundwork for advancing the localisation agenda.

Our first Humanitarian Operations Programme in Spanish underscores our dedication to supporting El Niño response strategies and strengthening local actor engagement in preparedness processes across multiple countries.



Middle East & North Africa

The Context

The Middle East and North Africa (MENA) region confronts ongoing challenges, with armed conflicts posing significant risks to children and civilians. This backdrop of unrest impacts humanitarian operations and underscores the urgent need for conflict-sensitive interventions. The region's demographics reveal a youthful majority seeking change, pushing for new pathways beyond traditional political frameworks.

Humanitarian workers face increasing burdens amidst these crises, with mental health and safety concerns at the forefront. The evolving landscape calls for adaptive strategies to navigate complex humanitarian needs and support the region's vulnerable populations effectively.



Middle East & North Africa

Our Response

The HLA has concentrated on nurturing leadership and resilience through tailored learning initiatives. Our Crisis Management Programme and Coaching Approach, active in areas including Gaza, Libya, Syria, and Türkiye, aim to strengthen strategic planning and resilience among local actors. This is in addition to other core training.

We have initiated training designed to equip managers with the skills to conduct psychologically informed, supportive conversations about their mental health with colleagues.

This initiative is part of our commitment to strengthening organisational support systems and promoting mental well-being within workplaces.



Get in Touch

At the HLA, we are committed to collaborating with diverse partners across the globe. By working together, we can strengthen humanitarian response, foster community resilience, and promote inclusive approaches.

Whether you're an organisation, institution, or individual, we invite you to join our network of equitable partners. Together, we can build a more resilient and effective humanitarian ecosystem that empowers communities amplifying local voices.

Let's unite in our mission to create positive change and ensure that everyone, everywhere, receives the support and resources they need during times of crisis.



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