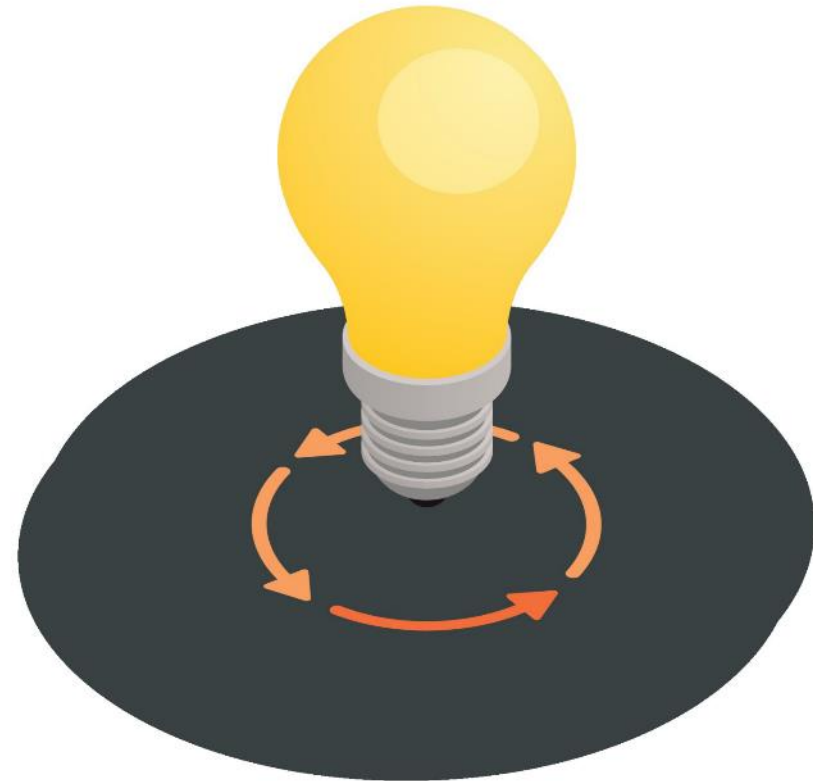




**Humanitarian
Leadership
Academy**

How is humanitarian learning adapting to global changes & sector trends?

18th October 2023





Humanitarian
Leadership
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How is humanitarian learning adapting to global changes & sector trends?

L&D Inspiration Series

In partnership with

ALNAP



Today's hosts



Anna Lear

Training Coordinator, Groupe URD



Esther Grieder

Global Communities & Partnerships
Lead, HLA

Today's panel



Dr Mamsallah Faal
Omisore
Clinical Director, PCI



Em Lacroix
Senior Partnerships
Manager, DisasteRready



Nancy Mureti
Head of Regional
Centres, HLA



Juliet Parker
Director, ALNAP

Agenda

Introduction

Presentations from our panel:

- **Primary Care International:** What are the risks of an overly technological approach?
- **DisasterReady:** Self-directed learning in a world of competing demands
- **HLA:** User-centred learning & innovation to ensure access
- **ALNAP:** Supporting humanitarian leadership & decision-making through learning

Q & A & discussion



How this conversation started

Training Providers
Forum (10 organisations)




Humanitarian Training Provider Forum - Quick Guide TPF

Choosing your learning format


Covid-19 led humanitarian organisations to experiment with new methods of learning delivery. Now that the pandemic has eased, what are the considerations when choosing a learning format?

First of all, what different learning formats can we choose from?



The infographic shows a spectrum of learning formats from left to right: 100% Face-to-face (with a person at a blackboard icon), Blended learning (combined f2f & online) (with a person at a computer icon), 100% Online Facilitated (with a person at a computer icon), Blended online (with a person at a computer icon), and 100% Self-study (with a graduation cap icon). Below this spectrum are three columns of bullet points describing each format.

<ul style="list-style-type: none"> • in-person workshop • in-person role-play such as HEAT • conference • in person mentoring / coaching 	<ul style="list-style-type: none"> • online facilitated workshop • facilitated MOOC • online communities & fora • 1-2-1 online tutoring • virtual classrooms & webinars 	<ul style="list-style-type: none"> • self-paced, self-study, online • interactive games & immersive experiences using VR • micro-learning - SMS / skill pill
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Logos at the bottom: 

- Factors to take into account when choosing a learning format
- 6 testimonies from organisations as to how their learning changed (or stayed the same!) during and after the pandemic

Poll -

What's been the biggest trend affecting learning delivery in your organisation over the past 2 years?

Type your answer in the chat



What's influencing the way we do humanitarian learning & training?

Pandemic



New technologies



Climate change



Complex & prolonged crises



Funding



Localisation

Whose knowledge is valued in our system?

What terminology should we be using?

Does our approach to learning reflect wider power imbalances in the sector?

How can learning support local/national organisations to achieve their goals?

How can learning support sector transformation?







48% of L&D teams significantly changed their L&D approach to support a hybrid workforce. **Less than 10%** have made no change.

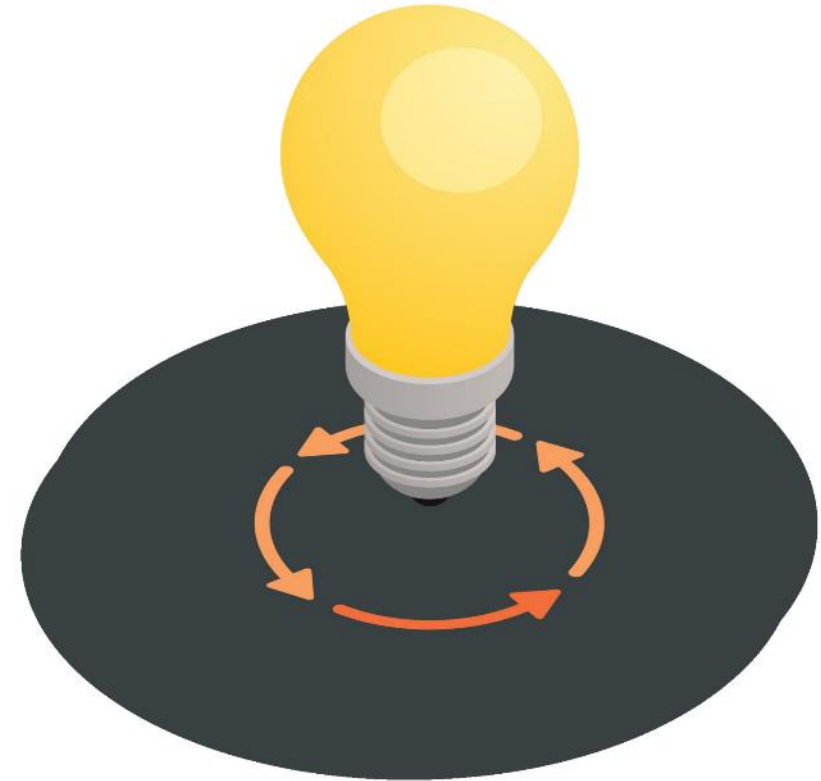


42% of L&D teams recognise that Digital Learning Fatigue is **MORE** of a problem. **Only 15%** say this is less of an issue.

 Primary Care
International

What are the risks of an
overly technological
approach?

Mamsallah Faal-Omisore
Primary Care International



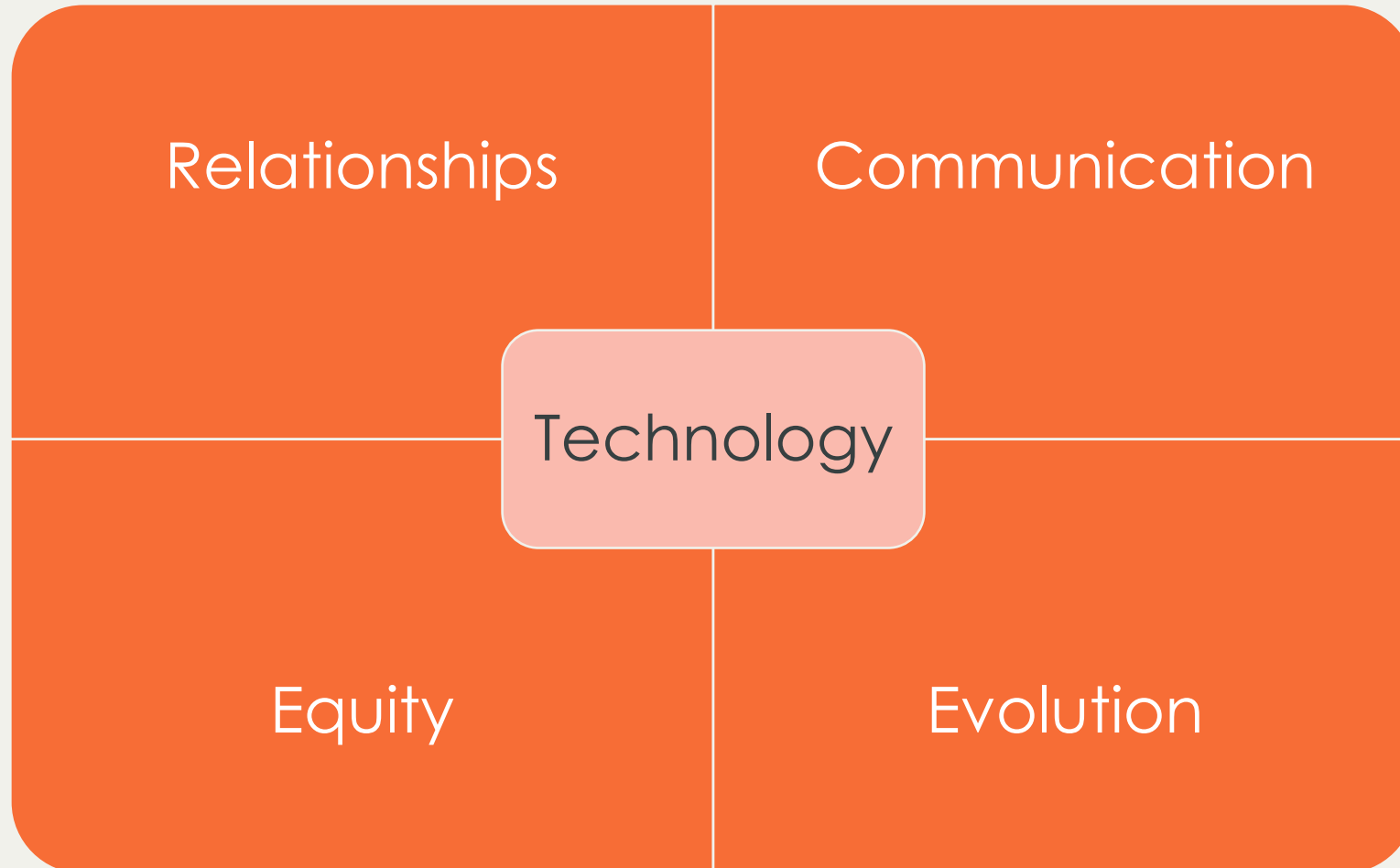
Disruption —————> Innovation?

Diversity of learning models

Flexibility and agility in the product

Iteration and interoperability

Risk considerations





Self-directed learning in a world of competing demands

Em Lacroix
Disasterready.org





Find resources to respond to the war in Ukraine

Українською

Polski

На русском

English

How we support learners across recent humanitarian crisis and within wider trends: Micro-learning, Certificate and Certification programs, YouTube videos, multi-lingual content...



In the words of our learners...

Combining my work experience with these courses will allow me to provide the humanitarian support needed with a high level of professionalism.

As a humanitarian with over 5 years of experience. I realised that not just experience but also certification is really important for career growth.

As the natural disaster happened in Turkey and Syria, it made me grieve and feel sorry ,so I asked myself if such natural disaster takes place in my country, are we ready? How can we respond to it? I decided to go through DisasterReady to expand my knowledge in this field for the sake of being ready to help my people and the whole humanity all around the countries of the world, in the time of need.

You can't imagine how happy I am to see these types of courses for free. I want to serve Humanity and I am going to start working at an NGO.

I am a citizen of South Sudan. My country has become a war zone after two years of getting her Independence in 2011. Humanitarian workers have become targets and mostly at risk because the working environment is not safe. So far hundreds of humanitarian workers have lost their lives while delivering services in the country. So I found it very important to get trained.

User-centred learning & innovation to ensure access

Nancy Mureti
Humanitarian Leadership Academy





Where is the need?

Learning Needs Analysis (LNA)

CGA for a birds eye view (covers preferred delivery methods)

Design learning strategies based on need

Conduct Training Needs Analysis (TNA) for a specific cohort

Follow up on learning



HOW DO WE DELIVER

Face to Face Delivery even in hard to reach areas (two areas)

Field based and desk based simulation (in relation to context) – websites, real time data collection forms

Blended learning programmes

Adaptive learning depending on rapidly changing contexts e.g Mozambique

Online simulations

In partnership with government agencies e.g Sudan

Alumni sharing of resources

Pay it forward

Graduates cascade training and provide coaching and mentorship support

Capitalising on partner expertise by convening thinkshops



Curation and translation of response learning hubs case of Sudan, Turkey/Syria, Ukraine, Morocco and Libya

Filter resources by:
AR · **EN** · ES · FR · PO · PT · RO · RU · TR · UA



Response Learning Hub

The most up-to-date and relevant learning resources to support our global humanitarian responses

- Ukraine Response
- The Türkiye - Syria Earthquake Response**
- Libya Flood
- Morocco Earthquake Response
- Famine Prevention & Response - Recommended



The Türkiye - Syria Earthquake Response

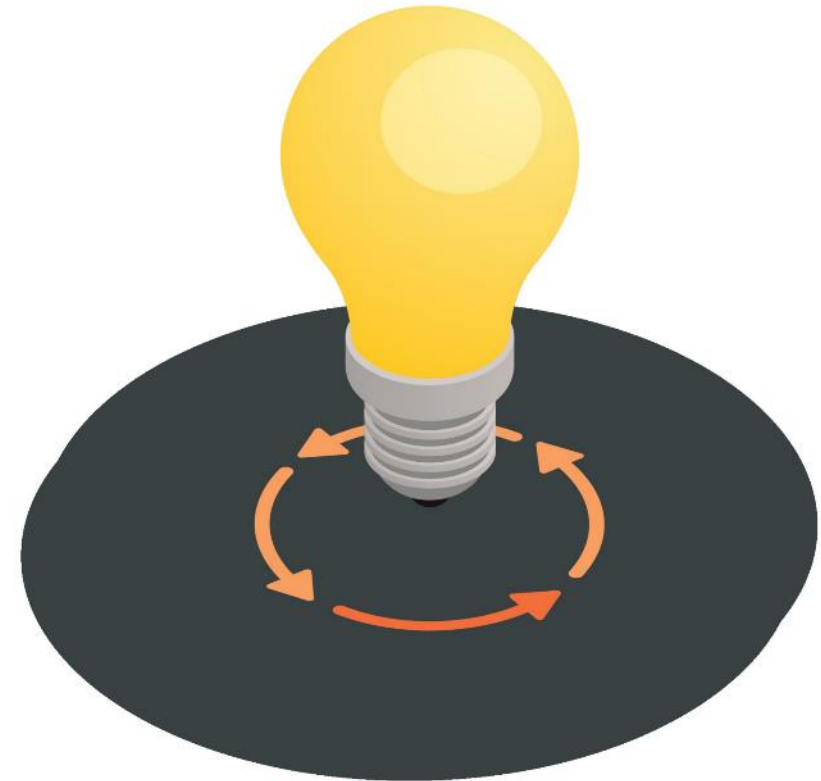
One of the strongest earthquakes to hit the region in 100 years

In the early hours of the 6th February, a 7.8 magnitude earthquake reverberated across 10 provinces in the south of Türkiye and devastated large parts of Syria. The earthquake and significant aftershocks have been felt throughout the region,

ALNAP

Supporting humanitarian
leadership & decision-making
through learning

Juliet Parker
ALNAP





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Thanks!

Questions & discussion



Learning and Development Inspiration

Brilliantly Blended: Creating engaging long-form learning for humanitarians

 Tuesday 31 October

 14.00 GMT

 Zoom





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