



**Humanitarian
Leadership
Academy**

Microlearning guide

8 ways to cultivate a culture of learning in humanitarian organisations



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Leadership commitment

Leaders must model learning behaviours and create a clear vision for learning, ensuring employees feel supported from the start.



Open communication and feedback

Create a safe space where employees can engage in open dialogue and receive regular feedback.

Learning isn't just formal training - it's about everyday work interactions, discussions and constructive feedback that fuels growth.



Diversity

Ensure learning strategies incorporate diverse perspectives, including those of women and underrepresented groups. Diverse voices bring fresh ideas and insights that enrich the learning process and create a more innovative culture.



Implement continuous professional development

Provide ongoing learning opportunities for employees to stay updated on sector trends and organisational strategies. Encourage personal growth through training, workshops, and development plans tailored to both individual and organisational needs.



Create accessible knowledge resources

Establish systems that allow employees to easily access knowledge and resources, including guidelines, tools and best practices.

A well-organised knowledge management system helps teams to learn from past experiences and to avoid duplication of efforts.



Encourage innovation and experimentation

Foster a culture where employees feel empowered to try new ideas, even if it means failing and learning from the process. Recognising and rewarding innovation encourages creative thinking and continuous improvement.



Facilitate structured reflection and mentoring

Offer structured spaces for reflection, storytelling and peer learning.

Implement coaching and mentoring programmes to enhance knowledge transfer and support individual growth.



Regularly evaluate learning initiatives

Monitor and assess the effectiveness of your learning programmes.

Use feedback to improve initiatives, ensuring they contribute to improved performance and align with organisational goals.



Discover more

These tips were adapted from the Fresh Humanitarian perspectives podcast discussion featuring Janet Nyaoro, Neba Ambe Azinui and Eleonora Aralla 'Unlocking potential: cultivating a culture of humanitarian learning'.

Listen to the episode available on Spotify, Apple Podcasts and more!

