



Create a strong learning foundation in your organisation

Our Organisational Learning Service

We can support your organisation to build a strong foundation for learning through policies, systems and processes that form the basis of effective, impactful and sustainable capacity development. From putting in place effective knowledge sharing practices to designing an operating model for your learning function, our approach is designed to make learning an organic, intuitive part of your organisation, tailored to your needs, context and resources, simplifying your work rather than adding a bureaucratic burden.

The need for humanitarian learning

As the frequency and complexity of humanitarian crises continues to rise, there is increasing demand for a highly skilled, highly flexible workforce, capable of preparing for and responding more effectively and efficiently to evolving and unforeseen challenges. For organisations involved in humanitarian preparedness and response, investing in learning and the development of staff and volunteers is no longer a luxury, but an urgent necessity.

The benefits of an organisational approach to learning

We want to provide your organisation with a sustainable and robust eco-system that allows you to curate, create, and share learning across your people and the wider sector. In addition to our Kaya portfolio and bespoke learning offer, our organisational learning service helps you to make best use of currently available and future learning opportunities, bringing it to support your people's day-to-day work and allowing them to grow their potential. A strategic, holistic, organisational approach to learning means you retain staff, improve performance and the overall efficiency and impact of your organisation.

"One of the major reasons why people resign is when they feel that they have stopped learning and developing personally or professionally."

Turnover and retention; People in Aid

"People respond particularly well to an organisational culture that is learning or innovative and are more likely to stay and perform well."

Understanding and addressing staff turnover in humanitarian agencies; ODI

How it works



Assessment

This phase allows us to learn more about your organisation and understand where investing in learning systems and processes can help achieve your mission. This will identify areas for potential growth and focus.

We will support you to complete a self-assessment to:

- evaluate your current learning systems and processes
- compare results to core capability areas
- identify areas of strength and weakness
- highlight areas for development, support and growth

Your bespoke plan will be developed in a way to suit your specific needs and your budget. With our support you can fully understand and invest in your learning policies, systems and processes. You can even take the self-assessment for free through our [Kaya](#) platform.



Implementation

The next phase involves our team of experts reviewing the assessment and identifying which areas your organisation should prioritise. Based on your needs, we will develop a bespoke implementation plan for your organisation highlighting the solutions you need.

The areas of focus will include:

- Learning culture
- Learning strategy
- Organisational competencies
- Learning governance

Benefits for your organisation

- Gain access to results of a self-assessment plotted against an industry-leading learning capability model that highlights opportunities for improvement
- Acquire methods and approaches to improve organisational learning as part of a coherent capabilities model
- Gain support developing learning systems and processes that become part of the organisation's core functions
- Receive guidance on how to benefit from the Academy's digital learning platform ([Kaya](#)) marketplace and professional recognition platform ([HPass](#))

How is it delivered?

- You can start your learning journey for free by taking the assessment on Kaya
- We offer a bespoke service (either in-person or virtually) to support you to implement your plan
- You will only ever pay for what you actually need

Get in touch

For more information about our Organisational Learning Service offer and to discuss your requirements, please get in touch with us at: partnerships@humanitarian.academy

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