Theory of Change

Humanitarian Leadership Academy

	OUTPUTS	SHORT TERM OUTCOMES	LONG TERM OUTCOMES	

Change Pathway One: Individuals

INPUTS

- 📖 Learning content available
- Open platform
- Inclusive learning design
- Needs based learning design
- Targeted and mass communications and marketing
- Funded learning opportunities

OUTPUTS
- Accessible, quality learning content
- Confident, skilled humanitarians and humanitarian leaders

SHORT TERM OUTCOMES
- Humanitarians are able to apply their learning to their work
- Humanitarians are sharing their learning with others
- Humanitarian leaders have more influence

LONG TERM OUTCOMES
- Increased ability to develop a sustained humanitarian career
- Consistent contribution to humanitarian work
- Humanitarian leadership is disrupted

Change Pathway Two: Networks of local actors

INPUTS

- Organisational development
- Open platform
- Targeted partnerships with civil society and humanitarian networks
- Convened, facilitated space
- Learning Offer
- Research & Evidence
- Accessible learning funds
- Targeted communications and marketing

OUTPUTS
- Interactive network and convened space of humanitarians
- Accessible, quality learning opportunities
- Strengthened policies and processes
- Autonomous decision making

SHORT TERM OUTCOMES
- Thought leadership and strong evidence base of organisational humanitarian learning and policies, processes and systems
- Application of learning to organisational area(s) of expertise
- Delivery of humanitarian work is strengthened and of a high standard
- Organisations can invest in capacity strengthening opportunities

LONG TERM OUTCOMES
- Local organisations are consistently delivering humanitarian work
- Local organisations are consistently engaging, collaborating and establishing strategic partnerships with diverse humanitarian actors

Change Pathway Three: Humanitarian System

INPUTS

- Convened, facilitated humanitarian ecosystem space
- Amplified voices
- Reparative economy
- Targeted partnerships
- Influence
- Thought leadership
- Research & Evidence
- Targeted communications

OUTPUTS
- Convened space of humanitarians
- Policies and practices proposed to enable localised humanitarian learning
- Accessible funding mechanisms generated for learning opportunities

SHORT TERM OUTCOMES
- Thought leadership on humanitarian learning and localisation
- Localised policies and practices adopted and implemented
- Investment by international organisations to strengthen local organisations and individual humanitarian actors

LONG TERM OUTCOMES
- The humanitarian system is consistently engaging, collaborating and establishing strategic partnerships with diverse local humanitarian actors
- Humanitarian learning is embedded into humanitarian work

Local humanitarians are strengthened to lead, manage and deliver humanitarian work. Making humanitarian work more relevant, accountable and effective.