

Strengthening humanitarian action

Empowering global change: building resilient
communities through local humanitarian leadership



Humanitarian
Leadership
Academy

2023 Annual Report

Foreword

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).

In 2023 the HLA responded to 39 different crises through our six regional centres with a vast array of initiatives, some of which are documented in this annual report.

To respond effectively, the team aimed 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 supported positive and lasting change.

Rachel O'Brien
Director of the
Humanitarian Leadership Academy



Photo credit: Sacha Myers / Save the Children

Who we are

We are the Humanitarian Leadership Academy. We strengthen people's skills and capabilities through learning, working with people in the humanitarian sector and beyond to prepare for and respond to crises.

We provide recognised capacity strengthening support, including self-guided digital learning, in-person support in response to emergency situations, virtual reality and simulations, blended learning programmes, and coaching and mentoring.

The evidence we gather through research and data and our contextual expertise informs the work we do. And we have a full suite of skills in-house to continually improve our offer and provide holistic expertise to our partners.

But it's not really about us. We help organisations in the humanitarian sector and beyond to amplify their reach, share their knowledge and build their networks. Our combined impact - collectively developing people's skills to respond to crises - is infinitely stronger through working together.



Photo credit: Mustafa Saeed / Save the Children

"The world is changing fast, and the humanitarian sector must keep up, think and act differently and collaborate more effectively. We need a new generation of leaders who will take up this cause and turn hope into purposeful action."

Rachel O'Brien, Director
of the HLA

Our strategy

In 2023 we used our strategic pillars as our compass to mobilise change in our work and demonstrate our impact in providing quality learning opportunities to enable people to prepare for and respond to crisis:

Localised Leadership: We promote and prioritise diverse and inclusive leadership practices with the aim to increase opportunities for professional development of under-represented groups across the whole leadership pipeline.



Technical Expertise: We prioritise local and national organisations and work to ensure that all those affected by emergencies are included and equally participate in and benefit from humanitarian action.

Civil Society Strengthening: As part of our commitment to shifting the power, we support civil society organisations to adapt, own and sustain their capacity development at an individual and organisational level in order to achieve sustained impact in the humanitarian sector.



Our reach



715,890
people



195
countries

using Kaya to
access online
learning
opportunities



679,258
course
enrolments



328,718
course
completions

in 2023
alone



31,305
HPass users
worldwide
and



247,790
digital badges
issued

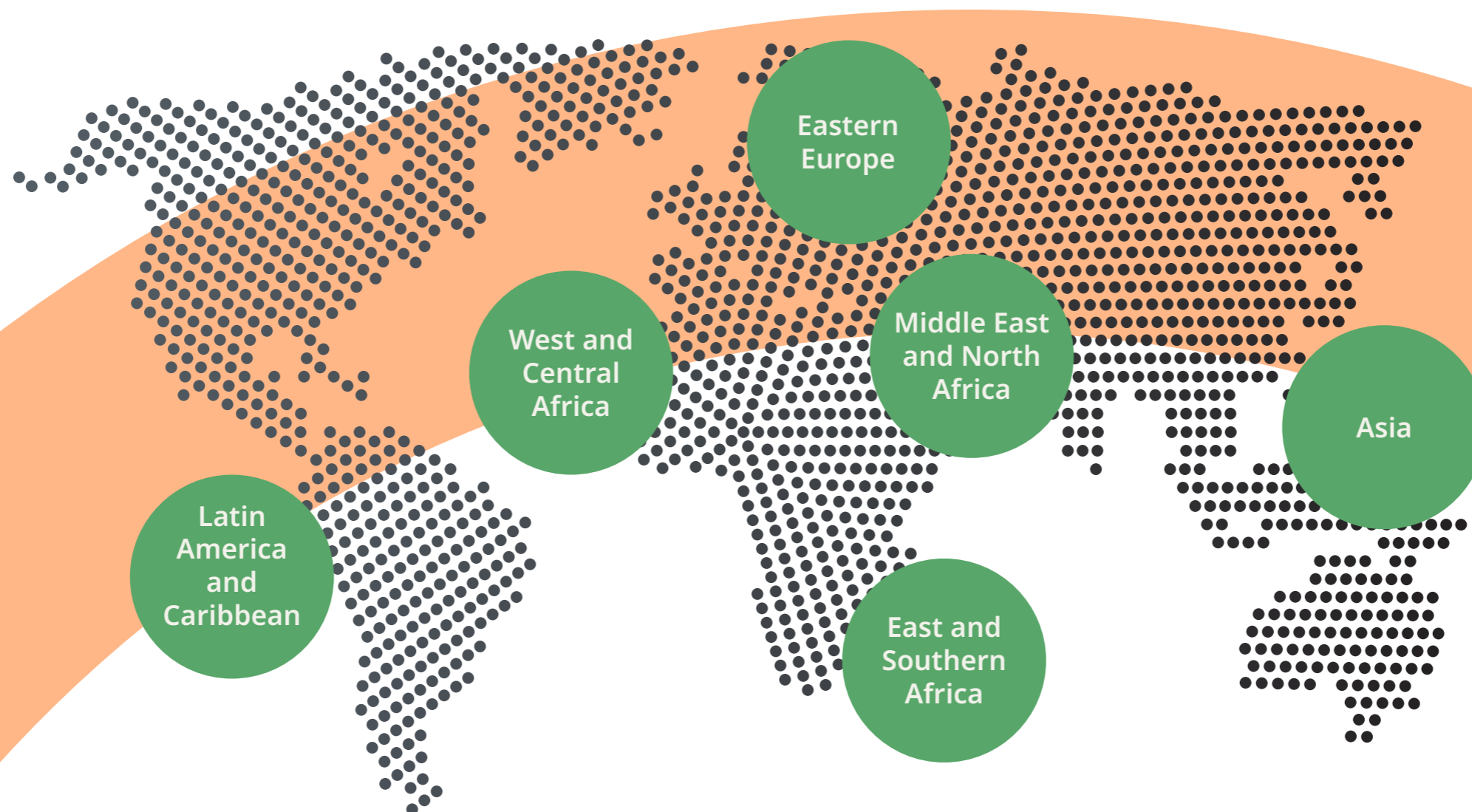


39 humanitarian
responses directly
supported through
our Reactive Capacity
Strengthening work



1.2 million
social media followers

Responding to emergencies



Our six regional centres play a crucial role in supporting humanitarian responses.

They act as key conveners, forging vital partnerships with local organisations and facilitating capacity exchange

that meets the complex needs of both communities and humanitarian.

In 2023, our regional centres trained hundreds of humanitarian workers in emergency responses – providing critical support across various contexts.

From addressing acute crises in Afghanistan, Myanmar, Ethiopia, Somalia, Ukraine, South Sudan, Yemen, and Syria; responding to growing needs in Zambia, Lebanon, Sudan, Türkiye, Nigeria, Mali, Burkina Faso, Libya, Morocco, and Zimbabwe; and further providing sustained assistance

in Bangladesh, Poland, Haiti, Kenya, and extending our reach to Malawi and Peru.

We helped them develop the skills to minimise the impact of emergencies and create safe, healthy environments before, during and after disaster strikes. We share a selection of highlights...



Online learning

10,990 active learners
37.8% male / 58.5% female
(3.7% unknown)
24,997 all-time learners



In-person and remote training

7 live trainings conducted reaching 85 people and 3 webinars reaching 119 people

66 people taking part in in-person trainings

10 mentors trained



Latin America and the Caribbean

In 2023 we facilitated a Child Protection in Emergencies (CPIE) workshop in Peru, showcasing our dedication to enhancing technical capacity within Save the Children and the wider humanitarian community. The workshop focused on Child Protection in Emergencies minimum standards and their effective implementation.

Our active participation in the Latin America and Caribbean (LAC) localisation working group, coupled with the organisation of targeted webinars, paved the way for advancing the localisation agenda. Additionally, our inaugural Humanitarian Operations Programme (HOP) in Spanish reaffirmed our commitment to supporting El Niño response strategies and bolstering local actor engagement in preparedness processes across multiple countries.

"In 2023 we have been working to jump-start the work of HLA in the region. Latin America has seen a spike in number and complexity of its crisis; based on this also there is an increased need from humanitarian actors, especially local ones, for learning and capabilities solutions to help them adapt to this new context."

HLA provides us new alternatives on innovative vision and programs, as well as the opportunity to take advantage of global trends and learning."

Mercedes Garcia, HLA Lead for Latin America and Caribbean (LAC)



Middle East and North Africa

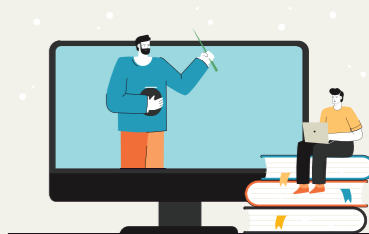
We focused on fostering leadership and resilience through customised learning initiatives. Our Crisis Management Programme and Coaching approach, implemented in areas such as Gaza, Libya, Syria, and Türkiye, are designed to enhance strategic planning and resilience among local actors.

We delivered a 4-day training programme on Organisational Capacity Assessment (OCA) to 36 participants including Monitoring Evaluation Accountability and Learning (MEAL) specialists, managers, coordinators and officers representing 20 partner organisations. Participants learned how to facilitate and lead the OCA process in their organisations, through implementing and adapting the knowledge and tools provided. Participants also learned to create their own Organisation Capacity Development (OCD) plans to improve their internal staff capacity, systems and policies.

Furthermore, we launched training programmes aimed at equipping managers with the skills to engage in psychologically-informed, supportive conversations about mental health with their colleagues. This initiative aligns with our commitment to fortifying organisational support systems and promoting mental wellbeing within workplaces.

"The OCA training was very important and useful, we will be able to identify the gaps in our institutional capabilities and work out the strategic plan of the organisation according to specific gaps."

Training participant



Online learning

28,594 active learners
55.3% male / 43.9% female
(0.8% unknown)
94,255 all-time learners



In-person and remote training

11 live trainings conducted, including in-person and remote facilitated HOP, Education in Emergencies (EiE), MEAL, Life Skills for Success, Coaching and mentoring, Safeguarding, Staff Wellbeing, and OCA Training of Trainers (TOT).

287 participants in in-person trainings

04

Regional snapshot



Online learning
 17,551 active learners
 60.5% male / 35.3% female
 (4.2% unknown)
 43,999 all-time learners



In-person and remote training
 19 face-to face training programmes including HOP, Emergency Preparedness Planning (EPP) workshops, Emergency Response Trainings (ERTs), EiE fundamentals, Safeguarding, Budget Management, Conflict Sensitive Program Management and Accountability & Feedback Response Mechanism, Fraud Awareness
 557 participants in in-person trainings across 9 Country Offices and 74 partner organisations
 9 Coaching and Mentoring sessions for women in leadership
 9 participants in the Eco-Leadership Certification course



Asia

Through initiatives like emergency preparedness workshops, Education in Emergencies programmes, and team coaching events, we equipped local staff and partners with essential skills and knowledge.

In Myanmar, we provided capacity-strengthening training for civil society organisations. In Afghanistan, our efforts centred on facilitating partnership development strategies amid emergency responses. Meanwhile, in Vietnam, our team coaching sessions were dedicated to nurturing emotional intelligence, fostering self-awareness, and enhancing leadership capacities.

"This training provided us with the opportunity to learn more about the procurement process, fleet and asset management in our organisation through sharing of challenges and lessons learned by other participants. It definitely added value to our learning."

Training participant from a partner organisation



East and Southern Africa

2023 initiatives like the Education in Emergencies training in Kajiado, Kenya, and the Anticipatory Action (AA) workshop showed our dedication to enhancing local capacities and promoting anticipatory humanitarian responses.

These endeavours, including a Zimbabwe Emergency Preparedness Programme Workshop and an impactful Country Office workshop in Nairobi, highlighted the scope of our initiatives to fortify local leadership, disaster preparedness, and community resilience.

Through focused workshops, mentorship programmes, and strategic grants, we not only addressed immediate needs but also invested in the future of humanitarian action in the region.

"I was truly inspired by the passion and commitment from the team to making a positive impact to communities. It was an enriching experience to support the facilitation of humanitarian emergency preparedness training and shared learning on how to navigate challenges we face in humanitarian work will really improve the teams' invaluable work."

Training participant from a partner organisation

04

Regional snapshot



Online learning
 39,571 active learners
 61.7% male / 35.0% female
 (3.3% unknown)
 106,052 all-time learners



In-person and remote training
 15 live trainings conducted, including: HOP, Country Office Response Training (CORT), EPP, CPiE, EiE, AA workshops
 508 participants in in-person trainings
 19 Mentees and 16 Mentors in 2 different Coaching & Mentoring cohorts.



Online learning

28,841 active learners
65.9% male / 31.2% female
(2.9% unknown)
75,639 all-time learners



In-person and remote training

5 live trainings conducted:
Emergency Preparedness Programme, Child Protection in Emergencies, Humanitarian Operations Programme

126 participants in in-person trainings



West and Central Africa

Through the Child Protection in Emergencies Professional Development Programmes (CPiE-PDP), we developed professionals' skills across NGOs and governments, tackling both chronic crises and new emergencies. In total 52 humanitarians benefited from the CPiE-PDP trainings.

Initiatives like the Humanitarian Operations Programme (HOP) in Côte d'Ivoire (24 participants) and the Emergency Preparedness Programmes (EPP) in Senegal (20 participants) have strengthened capacities within Save the Children and with local partners.

"I appreciated the facilitator's maitrise (mastery) of the concepts and the training methodology used, which was adapted to the level of participants for effective learning."

A participant from Côte d'Ivoire



Eastern Europe

In 2023 we led innovative training and support programmes, with the highlighted initiatives serving as just a glimpse of our broader efforts. Key programmes included the Sphere Standards Training, the Humanitarian Operations Programme (HOP), and the Education in Emergencies Professional Development Programme (EiE-PDP).

Our collaboration with Network on Humanitarian Action (NOHA) was instrumental in integrating academic insights and fostering educational synergies within the humanitarian sector.

"The Sphere Training was an excellent opportunity for practitioners to discuss how humanitarian aid standards can be applied in fast-changing contexts. Such discussions are an important addition to the Sphere Handbook."

Anastasiia Korobchuk, Learning Solutions Specialist at the HLA-Save the Children Ukraine



Online learning

4,208 active learners
36.4% male / 60.9% female
(0.7% unknown)
6,526 all-time learners



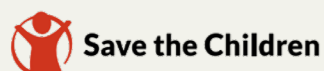
In-person and remote training

62 live trainings conducted, including: Child Safeguarding, HOP, Sphere, Wellbeing Workshops, Antidiscrimination, Partnerships Brokering, Peer to Peer Advocacy workshops, training for mentors.

1165 participants in in-person/live trainings

18 Coaching & Mentoring sessions

14 participants in the Eco-Leadership Certification course



Find out more about SHIFT

Shining a light on crisis response

Spotlight: SHIFT - Sustainable Humanitarian Innovation for Transformation

SHIFT is a programme funded by the Disasters Emergency Committee (DEC), delivered by Save the Children UK in collaboration with Save the Children Ukraine, Poland, Romania, Türkiye, and Northwest Syria.

It is a transformational humanitarian response led by the Humanitarian Leadership Academy and delivered with the Innovation Hive, Alameda, ACAPS, Cash Collaborative Delivery network (CCD), and partners. Save the Children are implementing SHIFT programmes in two responses: the Ukraine Humanitarian Appeal and the Türkiye Syria Earthquake Appeal.

SHIFT aims to change the status quo by putting local humanitarian actors at the centre of responses to crises. To achieve this goal, the programme focuses on:

- ✓ Capacity strengthening
- ✓ Stronger leadership
- ✓ Better access to data
- ✓ Research production
- ✓ Investment in local entrepreneurship
- ✓ New partnerships

Ukraine: Together with our partners in the region, we delivered 108 live trainings for 2,415 humanitarians and NGO staff since the start of the response. The HLA team has led 72 live trainings with 1,228 participants.

[Find out more](#)

Türkiye/ Syria: We conducted capacity-strengthening trainings in Gaziantep, Türkiye, and Amman, Jordan, targeting local responders and staff from the Save the Children Türkiye Country Office. In Amman, we conducted an Education in Emergencies (EiE) Fundamentals training session in Arabic. Additionally, we provided in-person Humanitarian Operations Programme (HOP) training for local responders and facilitated remote training sessions on staff wellbeing, safeguarding, coaching, and mentoring for local Syrian organisations in Gaziantep.

[Find out more](#)



“I see SHIFT as being an enabler, giving us the opportunity and permission to be much more forward-looking, really focusing on strategic and innovative solutions to support locally-led humanitarian action.”

Samantha Davis, Deputy Director, HLA

Spotlight:

Remote-facilitated trainings to support earthquake recovery efforts in Syria

As part of our response work following the devastating earthquakes, our Middle East and North Africa (MENA) Regional Centre actively engaged with staff from Syrian organisations through remote-facilitated training sessions.

In May 2023 these trainings reached 71 participants based in Gaziantep. They were staff from Syrian local organisations from a range of departments and roles including programme managers and officers, safeguarding focal points, and human resources personnel.

These training sessions were planned and established with the support of the Save the Children's Syria Response Office Partnerships Manager. After consulting with local organisations in Syria, three major topics were identified as top priorities for training: staff wellbeing, coaching and mentoring, and child safeguarding.

Staff wellbeing was given special attention to provide support to those working hard on the earthquake response efforts. Given the urgency and time-sensitive nature of the crisis response work, coaching and mentoring were identified as crucial training needs to enhance the skills of the staff involved.

Safeguarding is of paramount importance, and this training component helps to assist organisations in effectively integrating new volunteers with limited experience in the humanitarian sector.

By utilising remote training methods, our subject-matter experts were able to establish direct connections with individuals and organisations in Syria. This approach enabled them to deliver focused and expert training in an agile and responsive manner.

"Staff wellbeing is a very important training topic to tackle, especially for us who are working in conditions that rarely allow us to declare the stresses we go through. As an HR specialist, I find that this training has raised awareness for decision makers in organisations, which is extremely important in an emergency context."

Remote-facilitated training participant from Gaziantep – staff wellbeing in emergencies



Photo credit: Hurras

"Remote facilitated sessions provide fantastic flexibility to address a quick on-the-go need for improving the staff capacity, especially in case of an emergency where everything is moving quickly. Our participants from local Syrian organisations were highly engaged in these on-demand initiatives."

Bdour Ghousheh, HLA
MENA Regional Lead

"Leaving the comfort zone of what we already know well was the biggest challenge for me. I realised that all the topics that came up during HOP are something I am working with daily e.g. cultural differences, moral dilemmas, conflict-sensitive programming, safeguarding, and more. It is important for me to be able to name it and be aware of it. Now I know how to start to deal with it better than ever."

Katarzyna Fesnak,
Coordinator of Volunteer
Center at The Association
of Ukrainians in
Poland, Przemyśl Branch,
Participant in the HOP Core
Training.



Spotlight:

HOP - Equipping humanitarians with the skills they need to respond to the Ukraine crisis

The invasion of Ukraine in February 2022 and the resulting refugee crisis has led to an extraordinary level of mobilisation of the general population and involvement of non-traditional actors (private businesses, civil society) in crisis response within Ukraine and countries in the region, including Poland.

The aim of our **Humanitarian Operations Programme (HOP)** is to strengthen the capacity and capability of regional and national actors who work, or aspire to work, as part of a humanitarian response. Designed to build the next generation of humanitarian workers, the programme draws on extensive expertise and experience of humanitarian practitioners to cover all the essential aspects of emergency response required for humanitarian personnel.

In March 2023 the HOP Core training in Warsaw targeted 31 humanitarians from Poland and Ukraine with little to no experience in the sector. The urgency and time-sensitive nature of the crisis response work, coaching and mentoring were identified as crucial training needs to enhance the skills of the staff involved.

The HOP Core training covers the essential elements of setting up and running a humanitarian response such as conducting rapid needs assessments, proposal writing, conflict sensitivity programming, safeguarding in emergencies, wellbeing in emergencies, and gender.

HOP aims to create a safe learning environment, encouraging freedom of expression and open questioning. Participants in Ukraine ended the training feeling like their confidence levels had increased for each of the sessions and topics covered. Participants considered the quality of the training content as excellent, expressing that the simulation was an effective way of building upon the content experienced in the classroom sessions.

The workshop provided an appropriate and insightful experience for those new to humanitarian relief work and considering working in the sector in the future.

Find out more about HOP –
Read this case study

"I felt that the proposed scenario showed a similarity to real life, in all its aspects: unpredictability, competition, cooperation, common goals, risks of duplication...It allowed me to use my skills acquired in other fields in a new field and sector for me. It was a real challenge, and I enjoyed every moment."

A HOP participant

"The HOP training has been an incredible experience, equipping me with valuable knowledge and skills that I have been able to apply directly to my work...The collaborative and interactive nature of the training allowed me to engage with other participants, exchange ideas, and learn from their experiences."

A HOP participant

Spotlight:

Our platforms: democratising access to learning

Our digital learning platform Kaya enables learners to access over 500 learning opportunities for free. Reaching over 715,890 humanitarians across the world, a high concentration of learners are from countries facing access issues to training.

Courses are available in up to 12 languages to help learners improve their understanding of humanitarian responses. Most courses are connected to HPass where humanitarians can earn and share digital badges that showcase their learning, skills and experiences across the sector.

These are humanitarian essentials that have been tested and quality assured for those new to the humanitarian response or who need to improve their knowledge and skills.



"For the past three years and until today, learning on Kaya has been a transformative experience for me. It has reinforced my belief in the power of education as a tool for positive change. It has expanded my knowledge and equipped me with practical skills that have greatly enhanced my ability to make a meaningful impact in the humanitarian and development sectors. For example, when I was working in a refugee camp, I was responsible for the EiE (Education in Emergencies). As we were implementing an integrated response with many components in various sectors, the courses on Kaya, such as Sphere in Practice, EiE, Child Protection in Emergencies, Water, Sanitation, and Hygiene (WASH) in Emergencies, and Cash & Voucher Assistance helped us achieve our goals within budget and in time."

Ithar, Humanitarian worker, Sudan

[Read more](#)



"Learning about Conflict Sensitivity on Kaya has greatly changed my perspective of conflict and the risks posed by an aid intervention. I'm grateful to the Humanitarian Leadership Academy for this amazing course. It's relatable and practical for anyone working on aid interventions."

Jesca Awino, Sexual Reproductive Health and Gender Based Violence (SRH-GBV) advocate, Kenya

[Read more](#)



"My advice to fellow humanitarian learners is to approach your learning journey with an open mind and a willingness to challenge your assumptions. Take advantage of the diverse range of courses on Kaya and don't be afraid to explore new topics and areas of interest. Finally, always remember that the ultimate goal of our work is to serve those in need and make a positive difference in the world – we can do this better by equipping ourselves with the right knowledge."

Nihad, Humanitarian and Development Practitioner, Syria

[Read more](#)



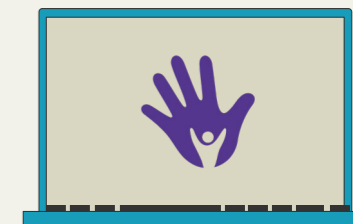
"Kaya has improved my humanitarian work knowledge to the highest extent, and I have cascaded my knowledge to my team as well in many areas including safeguarding and protection of staff and clients; knowledge and skill of preventing of sexual exploitation and abuse in the humanitarian sector; equality in the workplace and diversity inclusion and belonging. And so many more!"

Char Gul, Deputy Supply Chain Coordinator at the International Rescue Committee (IRC) Afghanistan

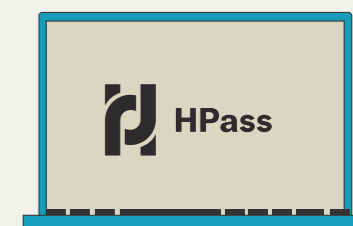
[Read more](#)



[Visit Kaya Connect](#)



[Visit the Response Learning Hub](#)



[Visit HPass](#)

Spotlight:

Education in Emergencies

Our Education in Emergencies (EiE) Professional Development Programme (PDP) equips frontline responders with the essential skills for delivering quality education in humanitarian responses. The program includes a tiered range of courses from blended EiE Fundamentals trainings, self-directed EiE Online courses to a university-accredited EiE Certificate of Advanced Studies (CAS). These courses are developed and delivered in collaboration with leading organisations and institutions to provide a comprehensive learning journey.

297 humanitarians benefitted from the EiE-PDP in 2023: 100 in Asia (Fundamentals), 99 in MENAEE (72 fundamentals, 27 CAS) and 98 in ESA (72 Fundamentals, 26 CAS).

The EiE PDP delivered fundamentals trainings in 8 countries reaching 244 humanitarians, 44% of those being from local and national organisations or governments. End of course evaluations suggests that trainings have increased participants knowledge by more than 55%. During follow up surveys 95% of participants agreed that the course content was related to their job duties and 60% of these confirmed that they were able to apply their learning from to their daily work.

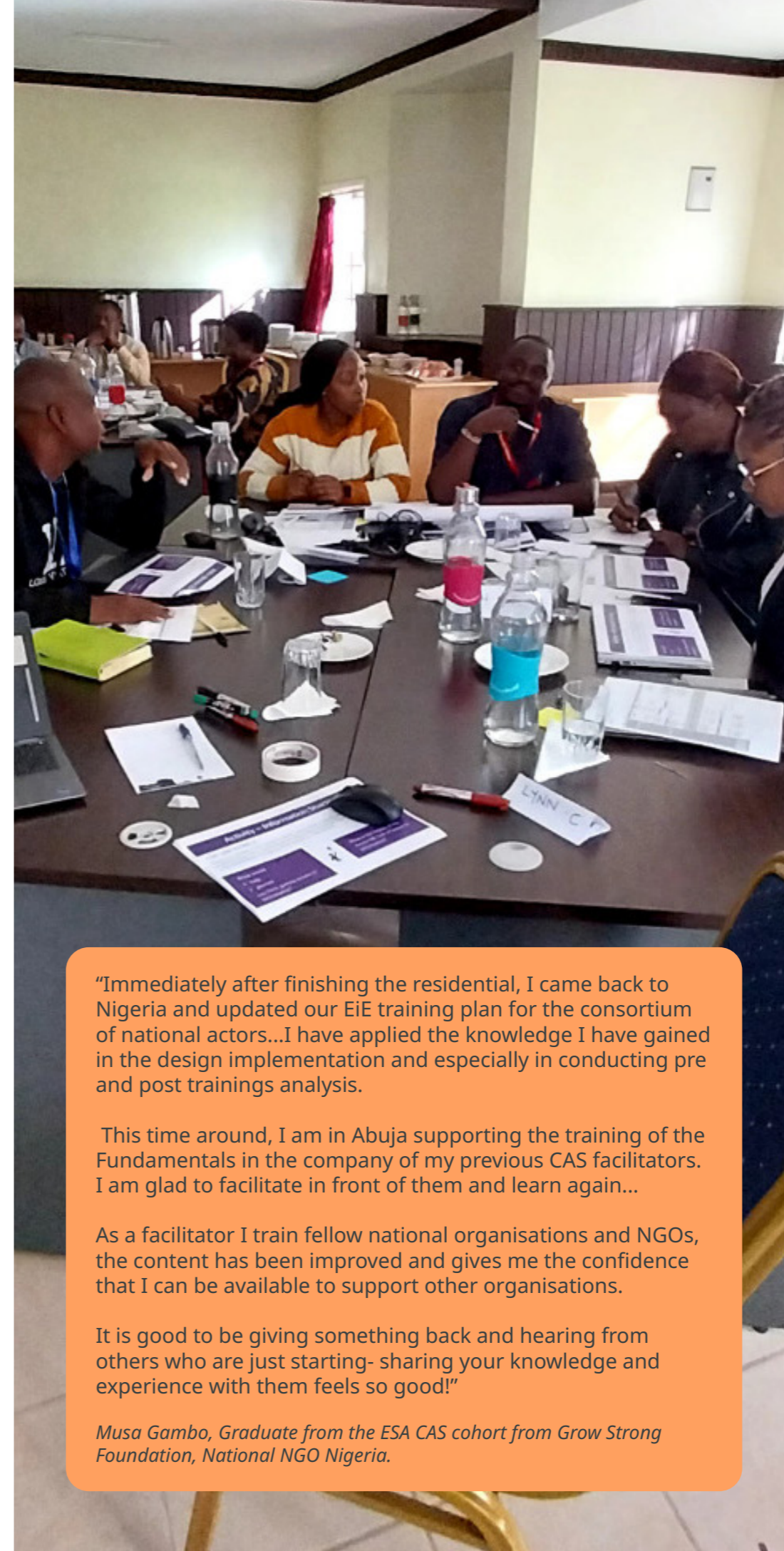
The University accredited blended course directly reached 53 participants and indirectly reached 460 people across the regions of East and Southern Africa and the Middle East and North Africa. As part of the course participants apply their learning to design and deliver tailored trainings for EiE practitioners in their own context. Many of the graduates continue to support the rollout of the EiE Fundamentals by supporting with the contextualisation and facilitation of the course - much like Musa Gambo, a recent graduate (see quote).

Online learning is a big component of the EiE PDP with 30,494 new enrolments in 2023. Four new EiE online courses were published on topics such as Mental Health and Psychosocial Support, Cash and Voucher Assistance and Safeguarding in EiE. In addition, five existing foundational courses were translated and published in Ukrainian and four into Polish to support EiE practitioners in the response to the invasion of Ukraine.

“The online course provided an introduction to the concept of EiE, general principles and approaches to analysing barriers to education in times of crisis, INEE minimum standards of education, and opportunities provided by an integrated approach to support the education system. The cases – fictional and real – demonstrate how EiE works in different contexts.”

Nadiia Semchuk,
EiE consultant in
UkraineLead

Find out more
about EiE



“Immediately after finishing the residential, I came back to Nigeria and updated our EiE training plan for the consortium of national actors...I have applied the knowledge I have gained in the design implementation and especially in conducting pre and post trainings analysis.

This time around, I am in Abuja supporting the training of the Fundamentals in the company of my previous CAS facilitators. I am glad to facilitate in front of them and learn again...

As a facilitator I train fellow national organisations and NGOs, the content has been improved and gives me the confidence that I can be available to support other organisations.

It is good to be giving something back and hearing from others who are just starting- sharing your knowledge and experience with them feels so good!”

Musa Gambo, Graduate from the ESA CAS cohort from Grow Strong Foundation, National NGO Nigeria.

“Since the war-related emergency is sudden and challenging for organisations, the programme not only allows for an understanding of the EiE principles but also immediate contextualisation and transfer to real-world conditions. This will allow local organisations to improve the quality of their services and, in the future, to share their experience with other professionals around the world.”

Margaryta Rymarenko,
Save the Children
Ukraine

Spotlight:

Coaching and mentoring, scaling the approach for future leaders

We see Coaching and Mentoring as important aspects of professional development; these are vital tools that can empower learners and leaders to achieve their full potential at an individual and organisational level.

Our Coaching and Mentoring offer includes professional qualifications in coaching from a Postgraduate Graduate certificate, a Diploma and a Masters in Leadership coaching. We have two large pools of coaches who support leaders across the sector with individual or team coaching: our Pro Bono Network of Coaches, as well as our Humanitarian Coaching Pool, which includes over 50 fully qualified coaches.

In 2023 we ran a series of bespoke coaching and mentoring programmes including our Across Organisational Mentoring Programme (AOMP) a Crisis Coaching Initiative for leaders in the occupied Palestinian territories (oPt), Sudan, Afghanistan and Libya, as well as Core Coaching Skills programmes for leaders in the Middle East Region.

Our **Women in Leadership Network** has continued to grow and offers a Peer Mentoring Programme for female humanitarian leaders across the sector. We have run a series of excellent webinars on topics as diverse as the Social Brain and Imposter Syndrome.

Under our SHIFT programme over 50 individuals have been matched with coaches and have benefited from our coaching programmes in Ukraine, Poland, Türkiye and Syria.



Coaching story

Gloria

“I was the PDQ director for Save the Children in the occupied Palestinian territories...And then when the events of October 7th broke, several senior management team members received an email saying we’d been paired with a coach. It happened very quickly.

I was paired with Kate and have been very happy with her coaching. I was very sceptical of coaching and I was very transparent with her. What I really enjoyed was that it was a conversation. I just wanted to have a human conversation with someone who had gone through the same thing, had reflections or could give me advice. We were going through this very difficult period, and I really loved the way Kate and I were able to discuss things. She shared personal reflections on her own stories, which helped me so much during this very difficult time.

She helped me with learning to be uncomfortable or sit with the uncomfortable. I had already self-identified that I’m very decisive and I don’t sit comfortably with uncertainty. I tend to make a decision and move on and it was such a moment where we couldn’t do that, we were in this horrible situation. Kate really helped me through make some of the tough decisions. She’s a very experienced humanitarian and coach, she was able to very quickly say, OK, let’s work on this. There were times where I had to make decision, she virtually held my hand. What I found in coaching is reflection.

My advice to others thinking about coaching is that it’s so easy to be like: I don’t have time, so just take time. Sometimes I had to change the time in several occasions. Even if you don’t think you’re achieving anything after that hour, it’s about just having that time for you and someone hear you. For me it was someone who had gone through similar things, and was also a woman, as our experiences are specific. I feel like that has so much value.”



Our Learning Community

Throughout 2023, our learning community experienced significant growth, inspiring hundreds of thousands of individuals worldwide. We want to express our gratitude to all our learners for their interest, engagement, and support in the past year. The strength of our learning community has flourished, and we extend our heartfelt thanks to each one of you for being an integral part of it!

The total size of our community reached 1.2 million and 715,890 learners across all platforms and social media in 2023. This represents one of the largest global movements of professionals, volunteers, and career-starters committed to developing their skills and networks in order to pursue humanitarian and socially impactful work.

With this in mind, in 2023 we invested in the community's potential to offer opportunities for collaborative learning, creating spaces for individuals and organisations within our network to share ideas and practice. We launched a new **Resources page** on our website, a **podcast series** (Fresh Humanitarian Perspectives - accessible on our resources page), and three webinar series under the themes of Learning & Development Inspiration, Women in Leadership, and The Shift. We also began planning for the **Humanitarian Xchange** as our first ever major global hybrid event.



Photo credit: Save the Children

Spotlight: Our first webinar in 'The Shift' series

In September 2023, we held our first webinar in The Shift series, which focuses on practical approaches to resourcing and supporting localised humanitarian response, from across the sector.

Hosted by Alaa Albakour (Violet Syria/LocalizedAction) and Esther Grieder (HLA), this first webinar was on the topic of Building Capabilities for Resource Mobilisation, and featured speakers from Change the Game Academy, Environmental Sustainability Promoted by Art (ESPA), Lightful and PSYDEH.

Recognising the tiny proportion of overall humanitarian funding which is granted directly to local and national organisations, the webinar explored ways to increase organisational sustainability and independence, and thereby foster more locally driven and accountable humanitarian response. Speakers spanned the African, European, Latin & Central American and Middle Eastern regions, and there were a total of 89 attendees from 39 different countries.

[Watch the webinar](#)

[Access our Resources Hub](#)



Looking forward

next step in our journey

Learning from what we do remains core to the HLA's approach, in order that we can create the greatest positive impact from our work. With this in mind, as we approach the end of our strategic period and look to set a new 3 year strategy from 2025, we will be testing our approaches, reviewing our portfolio and ensuring we focus on where we can add the greatest value.

We will also continue to build our partnerships and networks and test new ways of working to ensure we continue to evolve to meet the ever increasing needs emerging. We are also focused on how we can support our huge community of learners in even more meaningful ways through our platforms, our social media and beyond. We'd like to thank everyone who has contributed to our mission so far. We're excited about what the future holds for us, and invite you to join us on this new phase of our journey.



Acknowledgments

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Any questions? Get in touch:



partnerships@humanitarian.academy

Join our 1.2 million followers on social media!



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