

Locally led **humanitarian** action



**Humanitarian
Leadership
Academy**

2024 Annual Report

Who we are

The Humanitarian Leadership Academy's mission is to inspire a movement for locally led humanitarian action.

Our purpose is to work with local actors and organisations to provide tailored resilience and crisis response support that addresses their specific needs.

We focus on nurturing and empowering local leaders, driving collective action through our networks, thought leadership and research, and convening local voices, creating opportunities for change and collaboration.



Photo credit: Esther Mbabazi / Save the Children

Foreword

As we reflect on the year 2024, it is with both pride and gratitude that I present the HLA's Annual Report. 2024 has been marked by unprecedented challenges but also remarkable achievements, underscoring the critical importance of our mission to inspire a movement for locally led humanitarian action.

In 2024, the HLA worked in over 40 countries, alongside local leaders and organisations to deliver impactful, context-driven solutions. Our efforts have been guided by our commitment to ensuring that humanitarian action is not only responsive but rooted in the knowledge and leadership of those closest to the crisis. This approach has enabled us to act swiftly and effectively, reaching remote and vulnerable communities with the support they need.

Our reach and impact have been significant. Over 874,452 people from 195 countries accessed online learning opportunities through our Kaya platform, with 604,942 course enrolments and 297,338 course completions in 2024 alone. Our regional centres played a crucial role in supporting humanitarian responses, training hundreds of humanitarians and forging vital partnerships with local organisations. From addressing acute crises in Afghanistan, Syria, Ethiopia, and Ukraine, to providing sustained assistance in Mali, Venezuela and Türkiye, our work has made a tangible difference in the lives of countless individuals.

I extend my heartfelt thanks to our partners, supporters, and the incredible team at the HLA. Your dedication and collaboration have been instrumental in achieving our mission and driving positive change. Together, we will continue to champion locally driven leadership as the foundation for resilience and innovation in the humanitarian sector.

Rachel O'Brien
Director of the
Humanitarian Leadership Academy

Our reach

874,452
people using Kaya to
access online learning
opportunities
from
195 countries



34,865
HPass users
worldwide



604,942
course
enrolments and
297,338
course completions
in 2024 alone

104,190
HPass digital
badges
issued



35 humanitarian
responses directly
supported through
our Reactive Capacity
Strengthening work



Over **1,000**
individuals reached
through our coaching
and mentoring
activities in 2024



1.2 million
social media
followers

2,471
people reached
face-to-face in 2024



Responding to emergencies



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

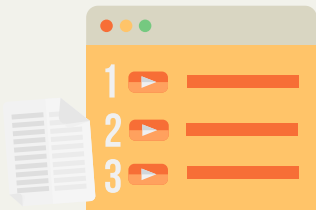
They act as key conveners, forging vital partnerships with local organisations and facilitating capacity exchange that meets the complex needs of both communities and humanitarian.

In 2024, our regional centres trained thousands of humanitarians working in emergency responses – providing critical support across various contexts. From addressing acute crises in Afghanistan, Syria, Ethiopia, and Ukraine, to

providing sustained assistance in Türkiye, Mali and Venezuela we helped them develop the skills to minimise the impact of emergencies and create safe, healthy environments before, during and after disaster strikes.

03

Regional snapshot



Online learning

12,719 learners in 2024
41.1% male / 58.1% female
(3.7% unknown)
38,847 all-time learners



In-person training

247 face-to-face participants



Countries reached

Haiti, Colombia, Venezuela,
Bolivia, Nicaragua,
Dominican Republic, Peru, El
Salvador, Guatemala, Brazil,
Ecuador, Honduras, Mexico,
Panama, Paraguay



Latin America and the Caribbean

In response to the escalating humanitarian needs in Latin America and the Caribbean, we launched the Young Humanitarians Internship Programme (YHIP) in Peru.

This initiative aims to equip young professionals with the theoretical knowledge and practical field experience necessary to effectively address crises within their communities. By collaborating with civil society organisations, YHIP promotes local leadership and enhances community resilience. In 2024, eight interns received comprehensive training, marking a significant step toward building a sustainable network of national and regional humanitarian professionals. [Find out more.](#)

We also conducted two Humanitarian Operations Programme (HOP) Core trainings in Spanish, held in Mexico City and Chiclayo, Peru. A total of 48 participants, including staff from Save the Children, local government institutions, and civil society organisations - some operating in the Amazon Rainforest - were trained in the fundamentals of humanitarian response.

"Following my participation in the training, I was confident to accept and assume new responsibilities and functions within my organisation, some which I previously had rejected due to fear and doubt about my own abilities. The HOP gave me more confidence and security as I had more knowledge on humanitarian topics."

Mirtha Carrasco, Project Manager at the local NGO CEDEPAS, Piura Office in Peru



Middle East and Northern Africa

Throughout the year, we conducted 32 in-person training sessions, bringing the annual total to 949 trained individuals.

These sessions covered critical areas such as the Humanitarian Operations Programme (HOP), WASH Programming in Emergencies, Crisis Management, Organisational Governance, Education in Emergencies, Finance, Supply Chain, Programme Management Methodology, Resilience and Trauma Risk Management, and convening spaces. 21 humanitarian actors from Northwest Syria participated in a five-day HOP Core training delivered in Arabic, covering essential topics like Needs Assessment, Accountability, and Proposal Writing.

We also organised consultations with youth and piloted the Youth Humanitarians Internship Programme in Syria and Türkiye.

"The crisis management training was very beneficial for us working in national organisations in Libya, the hurricane that happened last year in 2023 in Libya created a huge challenge to the new emerging organisations on how to deal with this unexpected disaster, by attending this training we are now well prepared to respond to any upcoming crisis that might happen, we plan to cascade this training to our colleagues and partner organisations in Libya, so they all benefit. Thanks to the HLA for providing us with this opportunity."

Najat Al Malti, CEO of Nana Marin civil society organisation in Libya

03

Regional snapshot



Online learning

22,450 learners in 2024
52.9% male / 45.5% female
104,905 all-time learners



In-person training

949 face-to-face participants

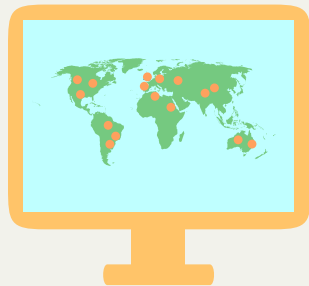


Countries reached

Yemen, Lebanon, Türkiye,
Syria, Iraq, Egypt, Jordan,
Libya

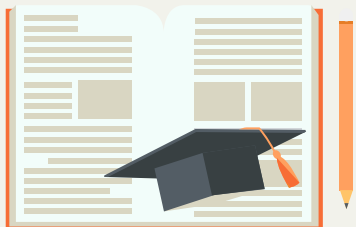
03

Regional snapshot



Online learning

18,508 learners in 2024
62.6% male / 33.5% female
56,680 all-time learners



In-person training

388 face-to-face participants



Countries reached

Afghanistan, Bangladesh, Indonesia, Kyrgyzstan, Pakistan, Bhutan, Laos, Thailand, Tonga, Cambodia, Myanmar, Papua New Guinea, Philippines, Vanuatu, Solomon Islands, Sri Lanka, Nepal, India



Asia-Pacific

In 2024, we provided Humanitarian Action and Emergency Preparedness training in five countries, reaching over 150 participants.

Over 50% of these were from partner and governmental organisations. The region currently has 15 master trainers and 10 of these were deployed to acute earthquake and flooding responses.

“The HOP training remained crucial as it helped me gain wider knowledge on international and national standards for humanitarian responses. It enabled me to lead the flood response in Punarbash Municipality, Kanchanpur, independently. Additionally, it helped me organise responses more systematically in the field, and allowed me to provide technical support to the province and local-level government.”

Juthiram Chaudhary, Senior Project Coordinator at Save the Children International Nepal

The team further delivered a contextualised version of the **Field Managers in Emergencies – Learning and Development (FIELD)** programme specifically tailored around the needs of response managers and other professionals working in local, national or international NGOs, CSOs and humanitarian agencies. The graduates have plans to cascade similar trainings to local partners in their countries in 2025. The countries represented in the training include Afghanistan, Bangladesh, Bhutan, Cambodia, Indonesia, Myanmar and Nepal.

In October, 20 Education in Emergencies practitioners from across the Asia-Pacific region joined an immersive residential which provided a stimulating and enriching in-person learning experience for participants on the 9-month Certificate of Advanced Studies (CAS) programme. It was the first time this residential took place as part of the University of Geneva-accredited EiE CAS programme in the region.



Eastern Europe

In 2024, we strengthened humanitarian capacity across Eastern Europe by delivering 12 comprehensive learning programmes in Ukraine and Poland.

These programmes covered critical areas such as Education in Emergencies, Child Protection, WASH, humanitarian operations, media and communications, and anti-discrimination. Through in-person training, **over 1,000 participants** gained essential skills to enhance crisis response and preparedness within their communities.

We also launched the **Local Community Prepared for Crisis** programme to address gaps in Poland’s local emergency response, especially along the Ukrainian border. Delivered in 11 towns, the training equipped **200 participants** - including firefighters, police, NGOs, and state institutions - with practical crisis preparedness skills.

The programme sparked strong interest, with plans to expand across Poland, Lithuania, and Romania. Participants reported increased readiness, and many organisations committed to integrating the training into their long-term response plans, strengthening regional resilience.

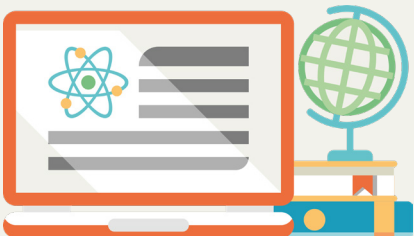
Recognising the transformative power of unified efforts in driving positive change, we had a great experience partnering with **Ashoka Poland** on the **Youth Leadership for Emerging Futures (YLEF)** programme, **ISAR Ednannia** in Ukraine on the **SOLVE** project, as well as **Kuchnia Konflikту (Conflict Kitchen)** and **Queer Without Borders**, who have made amazing progress advocating for LGBTQI+ refugees.

“Cooperation with ISAR Ednannia is essential for us. It provides comprehensive organisational support for CSOs. We are convinced that these investments will pay off a hundredfold and will strengthen CSOs and the communities in which they work.”

Anastasiia Korobchuk, Learning Solutions Specialist at Humanitarian Leadership Academy

03

Regional snapshot



Online learning

6,243 learners in 2024
28.1% male / 69.4% female
11,393 all-time learners



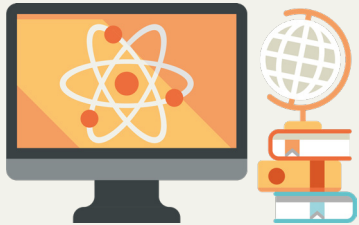
In-person training

1034 face-to-face participants



Countries reached

Ukraine and Poland



Online learning

26,723 learners in 2024
66.7% male / 31.8% female
92,151 all-time learners



In-person training

342 face-to-face participants
+299 participating in an
online Localisation webinar



Countries reached

Nigeria, Burkina Faso,
Côte d'Ivoire, Mauritania,
Cameroon, Chad,
Democratic Republic of
the Congo, Niger, Mali,
Madagascar** (Even
though a country in East
Africa, Learning support
was delivered by the WCA
team as it is a francophone
country)



Western and Central Africa

In 2024, we reached over 342 humanitarians in-person (in Niger, Nigeria, Côte d'Ivoire, Mauritania and Madagascar) and online with trainings and webinars in French and English.

Trainings included Humanitarian Operations Programme (HOP) as well as Education in Emergencies (EiE). In Madagascar where cyclonic periods cause a major strain on the continuity of education, the Ministry of Education brought together partners including local NGOs, and the UN, representing all the regions to collectively develop responses for Education in Emergencies, leveraging our team's expertise to deliver an EiE Fundamentals training.

"I'm very happy to have taken part in this training, which helped me to theorise our professional practices, provided new tools and put forward powerful questions to unlock hidden nuggets in terms of EiE, as well as a lot of exchanges, sharing, kindness and conviviality. These 5 days enabled me to take a fresh look at my role as administrator of Education in Emergencies. A real training-experience!"

Lila Norolalaina Randrianandrasana, Head of the Risk and Disaster Management Department, General Secretariat – Ministry of Education

We provided **Humanitarian Action training** to emergency response teams to improve the quality of humanitarian response in the Region. In Senegal, Niger and Mauritania, over 60 humanitarians were equipped with skills to respond to both rapid onset and protracted crisis.

We hosted a **French-language localisation webinar** for 299 participants across the region. The session explored the impact of **flexible funding for local actors**, showcasing how tailored financial support enhances community-led responses and resilience. Local partners from Mali, Burkina Faso, Democratic Republic of the Congo, and Niger shared insights and best practices to promote inclusive and collaborative humanitarian action.



Eastern and Southern Africa

In 2024, we collaborated with Ethiopia's country office teams to deliver a leadership skills workshop in Mekelle, Tigray - a region rebuilding after conflict.

Beyond skill-building, the training provided a therapeutic space for participants processing the effects of war. One woman shared that she had considered retreating from society but left the training with renewed determination. This underscores the need for continued post-conflict support, as such programmes not only build leadership capacity but also offer emotional resilience and hope for the future.

We also conducted our first HOP training for local partners in Uganda, to equip them with the skills needed to respond effectively to emergencies at local and national levels. Although Uganda has remained stable in recent years, it hosts the largest refugee population in Africa, with over 1.5 million refugees. The training reinforced a mindset of preparedness among participants, who also highlighted the need for further support in safeguarding and case management processes.

"Having recently participated in a transformative humanitarian training led by the Humanitarian Leadership Academy in collaboration with the Save the Children team in Uganda, I am deeply moved to express my heartfelt appreciation for their remarkable work. The existence of such an academy, dedicated to empowering humanitarian actors at no cost, represents a remarkable opportunity. Their commitment to providing ongoing support even after the training demonstrates a clear intention to bolster smaller organisations, a gesture that is truly commendable."

Basemera Sarah, Team Lead for Raising Gabdho Foundation (RGF)



Online learning

35,975 learners in 2024
63.8% male / 33.9% female
132,168 all-time learners



In-person training

267 face-to-face participants



Countries reached

Ethiopia, Somalia, Sudan,
Uganda, Rwanda, Tanzania,
Zimbabwe and South Africa



Photo credit: Ayşe Nur Gençalp / Save the Children Türkiye

Shining a light on crisis response

Spotlight: SHIFT - Sustainable Humanitarian Innovation for Transformation

In 2022, we launched SHIFT, our flagship programme to strengthen local humanitarian leadership and capacity in response to the war in Ukraine. To support its delivery, we established a regional presence in Eastern Europe, with teams based in Ukraine and Poland, ensuring we could stay close to the response and adapt to the rapidly changing context.

Delivered in collaboration with consortium partners - ACAPS, Alameda, Innovation Hive, and the Collaborative Cash Delivery Network - SHIFT expanded in 2023 to support the Syria and Türkiye response following the devastating earthquakes. The programme helped leaders manage uncertainty, improve coordination, and strengthen their organisations through targeted leadership development, coaching, and peer learning.

To date, SHIFT has reached **over 3,000 diverse humanitarians**, with flexible support delivered both online and in person. It also strengthened technical and operational capacity in areas such as humanitarian planning, partnership management, and adaptive response. Research and evidence were embedded throughout, shaping the programme's direction and ensuring its relevance to those on the front lines.



Photo credit: Jordi Matas / Save the Children

SHIFT also supported tangible progress on localisation. In the final phase of the Ukraine response, **18% of HLA's programme funding was directed to local organisations in Poland and Ukraine** - a meaningful step in shifting resources closer to where they are needed most. The programme also piloted new approaches to inclusive and diverse leadership development, localised research and deepened our engagement with youth, through a dedicated partnership in Poland and the Young Humanitarians Internship Programme in Türkiye.

SHIFT played a pivotal role in shaping and cementing HLA's future direction. It demonstrated the power of localised leadership, the value of driving collective action through partnerships, and the importance of convening local voices in the heart of humanitarian response. These lessons continue to inform our work as we scale and adapt our support to leaders in crisis-affected contexts.

We extend our sincere thanks to everyone who made SHIFT possible: our HLA colleagues, consortium partners, Save the Children country offices, the Disasters Emergency Committee, and all the local organisations who helped shape and lead this response on the ground (Open Space Works Ukraine, Léaslíne Consulting, Ashoka, Conflict Kitchen/Queer without Borders, Ukrainian House, Migration Consortium, Badania Stowarzyszenia Klon/Jawor, ISAR Ednannia, Avalyst, NGO UMIND, KAOS, NSDation, Shafak, Balkans Migration and Displacement Hub).

[Find out more: SHIFT](#)

[Find out more: SHIFT Ukraine](#)

[Find out more: SHIFT Türkiye/Syria](#)

"I now feel more confident in how I lead during crisis—this programme gave me practical tools and the space to grow, even in the middle of an emergency."

A SHIFT participant



Spotlight:

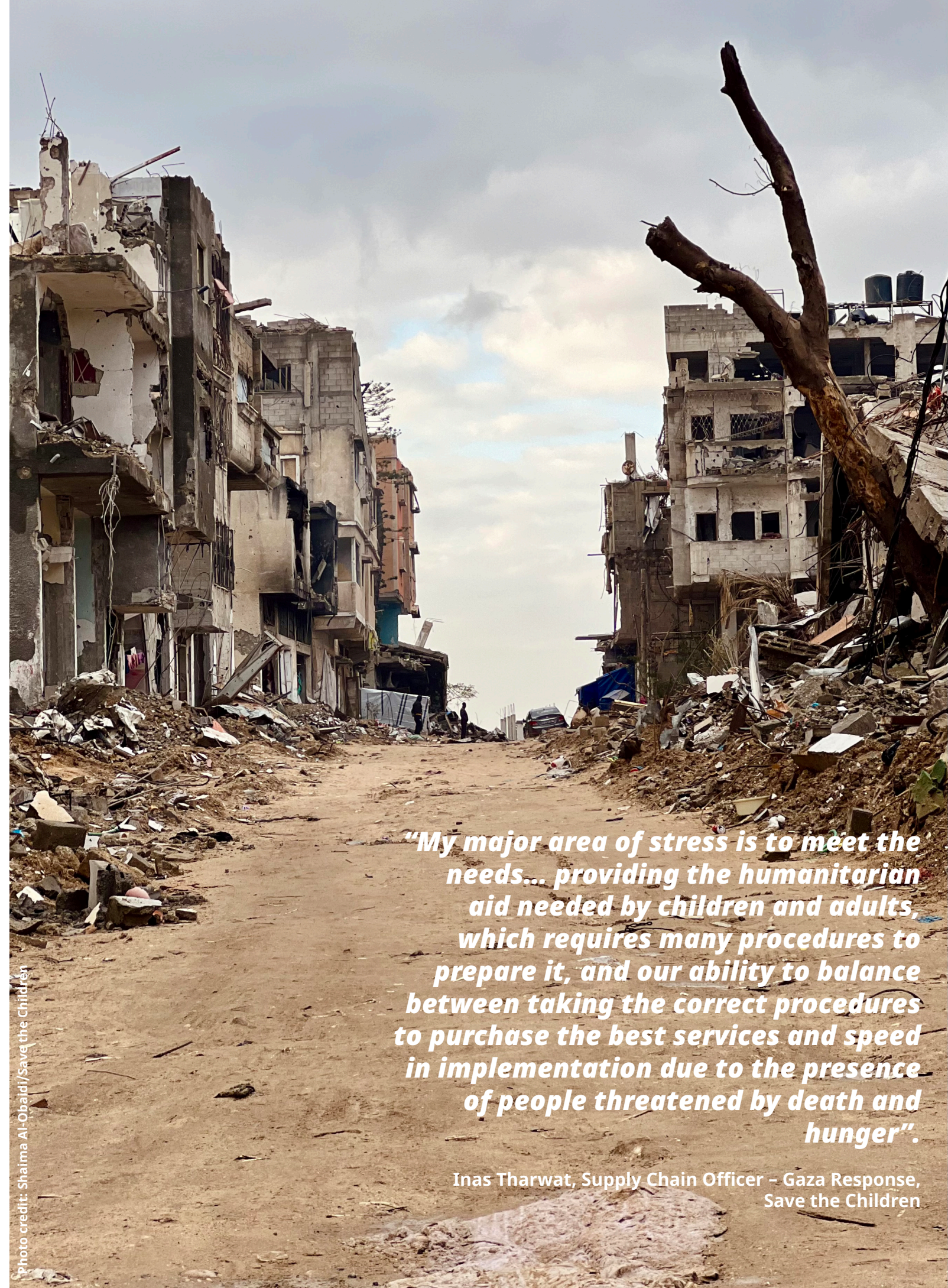
Our response to the Gaza crisis

In response to the Gaza crisis, we launched a Response Learning Hub to provide critical learning resources in Arabic and English, supporting humanitarians working in the region. The hub offers guidance on crisis response, mental health, paediatric blast injury, and humanitarian coordination, ensuring accessible and relevant support for those on the ground.

Recognising the immense strain on frontline responders, we also organised a stress and wellbeing workshop in Cairo, Egypt. This session equipped humanitarian workers with practical stress management techniques and tools to sustain their mental resilience while operating in high-pressure environments.

"I found the workshop interesting and talked about how to focus on stress relief, dealing with our interfering thoughts and psychological stress, looking for our psychological wellbeing and how we can receive and give support. The HLA can help us replicate such workshops to focus on wellbeing and psychological support."

Inas Tharwat, Supply Chain Officer – Gaza Response,
Save the Children



"My major area of stress is to meet the needs... providing the humanitarian aid needed by children and adults, which requires many procedures to prepare it, and our ability to balance between taking the correct procedures to purchase the best services and speed in implementation due to the presence of people threatened by death and hunger".

Inas Tharwat, Supply Chain Officer – Gaza Response,
Save the Children



Spotlight:

Youth leadership

In 2024, we deepened our commitment to empowering young people as leaders in humanitarian action. With over 1.9 billion youth worldwide - many in crisis-affected regions - their leadership is essential for sustainable, locally led responses.

Through initiatives like the **Youth Leadership for Emerging Futures (YLEF)** programme, in partnership with Ashoka, and the **Young Humanitarians Internship Programme (YHIP)**, we provided training, mentorship, and real-world experience to equip young leaders with the skills needed to drive change. Our approach focused on capacity strengthening, inclusion, sustainability, and cross-sector partnerships, ensuring youth voices shape decision-making and action.

Youth Leadership for Emerging Futures

The **YLEF initiative** brought together 40 young leaders (19–35 years old) from Ukraine, Poland, Czechia, and Slovakia with the aim to empower and encourage them to share their knowledge and experience, and to build an international network of young changemakers.

"We need to trust young leaders and understand that if you really want to make a difference, age doesn't matter."

Agnieszka Ploska, YLEF coordinator



The Young Humanitarians Internship Programme

The Young Humanitarians Internship Programme was launched in Peru as a 12-week internship initiative, placing youth in national NGOs to gain hands-on experience in humanitarian response.

This programme aims to strengthen local leadership and youth leadership by working together to develop practical problem-solving and creating an environment for youth to drive locally relevant strategies.

The programme also took place in Türkiye and Syria as a 4-month initiative.

"The programme has been an enriching and inspiring experience. Each training course, field work, and mentoring session has helped me understand how much care and effort is required for a humanitarian project to be truly effective without causing harm to the communities."

Alexandra Egas, a participant of the
Young Humanitarians Internship Programme

By investing in youth leadership, we are not just preparing for future crises - we are building a more agile, innovative, and community-driven humanitarian sector today.



Spotlight:

Coaching and mentoring

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.

Individual coaching support

In 2024 we delivered a range of coaching support to individuals and teams. We reached over 150 individuals from over 16 different countries with support from coaches from our Pro Bono Coaching Pool (PBCP) and our Humanitarian Coaching Pool (HCP) during this period. These include individuals working in Ukraine, Poland, Iraq, Jordan, Türkiye, Syria, Egypt, Pakistan, Ethiopia, the occupied Palestinian territories and Sudan to name a few. Most of them benefitted from a minimum of 6 coaching sessions.

"Coaching increased my self-awareness regarding mindfulness of my own needs. It probably prevented my humanitarian burnout. It also gave rise to conversations with the team regarding needs. This experience has brought me a lot of benefits, first of all it has given me the courage to take action."

A coachee from Poland

Core coaching skills programme

In addition to the direct delivery of coaching, as part of our ambition to create a coaching culture within the humanitarian sector, we developed a Core Coaching Skills Programme for 24 Turkish and Syrian leaders, delivered in partnership with HLA and Coach Mentoring Ltd.

A similar programme was rolled out for 24 local humanitarian leaders from Poland and Ukraine, equipping them with coaching skills to support their teams and organisations.

"The programme was an incredible learning experience, and the practical focus on coaching techniques made it highly applicable to my day-to-day work. The content was thoughtfully structured. I especially appreciated the emphasis on trauma-informed coaching and supporting resilience, which felt particularly relevant given the challenging contexts we work in. Thank you for offering this opportunity".

A participant from Ukraine

Post Graduate Certificate in Leadership Coaching

In 2024, ten individuals successfully completed the sixth cycle of the Post Graduate Certificate in Leadership Coaching.

Building on this success, a seventh cohort of 12 participants from various countries - including Türkiye, Syria, Pakistan, Vietnam, Colombia, Ukraine, Zimbabwe, Egypt and Yemen - began their journey in September 2024.

To date, over 59 individuals have completed the programme and joined our Humanitarian Coaching Pool. Of these, more than 76% are women, representing 27 nationalities, with 39 participants fluent in at least one additional language besides English.

"The course has already been transformative and changed my way of being."

2024/2025 Post Graduate Certificate Participant



Spotlight: Education in Emergencies

"I appreciate this training module as well as the concept behind it. The training is about women in education in emergencies, and revolves around women, and I have learned a lot. This is something new for me in a way. It was a very targeted approach. I have improved my competencies in thinking about children, school, community overall, government regulations and the coordination between all these stakeholders."

Female participant
from the Ministry of
Education Pakistan

In 2024, the Education in Emergencies Professional Development Programme trained 670 education professionals in-person to respond to humanitarian crises worldwide. This is a significant increase on the 386 reached in 2023, mostly due to the successful launch of the programme across West and Central Africa and further reach across East Asia.

Education in Emergencies Certificate of Advanced Studies

Our 9-month EiE Certificate of Advanced Studies course accredited by the University of Geneva is currently on-going with 124 students participating in the course:

- 94 students enrolled as part of the 2023/24 global cohort through the HLA's Regional Centres in East and Southern Africa, the Middle East and Eastern Europe, and Asia.
- 30 students enrolled on the 2024/25 cycle in the French-speaking West and Central Africa region.

Take a look at the video clip of participants' perspectives from the Asia region which launched for the first time this year.



Education in Emergencies online courses

Our EiE online courses on Kaya, which are available in a range of languages and cover a variety of topics, have received 4,158 completions in 2024 alone. Ensuring that frontline staff are equipped with the skills and competencies needed to design and deliver an education during an emergency goes a long way toward ensuring children and communities affected by disasters receive the timely, high-quality support they need.

The EiE Fundamentals blended course has been delivered across 12 different countries (Nigeria, Pakistan, Madagascar, Türkiye, Istanbul and Gaziantep, Egypt, Solomon Islands, Vanuatu, Tonga, Papua New Guinea, Niger, Poland, Ukraine) reaching professionals from a variety of organisations - including UN agencies, international NGOs, local and national entities, and government bodies. By engaging learners from across the EiE ecosystem, the programme not only builds a sustained community of practice but also fosters cross-sector collaboration and coherence in emergency response efforts.

This year, 54% of participants were from local, national or government organisations showing our commitment to reaching those local actors who are closest to the response. In addition, special measures were made to reach more female participants, particularly in hard-to-reach areas. The Women in EiE Training which took place in Pakistan is an example of this. In 2024, 58% of all our participants identified as women.



4158
EiE courses
completed



12
countries
reached



54%
participants from
local/national
organisations



58%
of all participants
identified as
women

"Throughout this comprehensive program, we delved deep into the core principles and practices of EiE, gaining invaluable insights into how education can be sustained and prioritised even in the midst of crises. From understanding the fundamentals to navigating cross-cutting issues, child participation, and safeguarding protocols, every aspect was meticulously explored. Thank you for the opportunity to deepen my understanding and contribute to building more resilient and inclusive education system in Nigeria and beyond!"

Samira Galadima, Program
Manager of Adda Girl
Education Foundation
(NNGO)



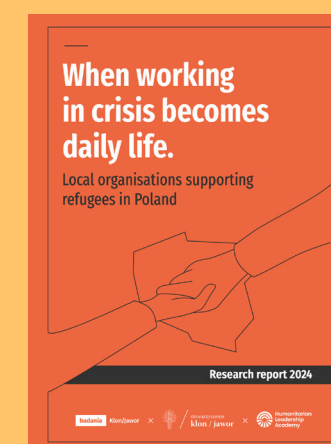
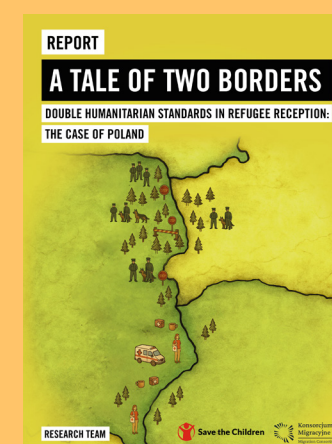
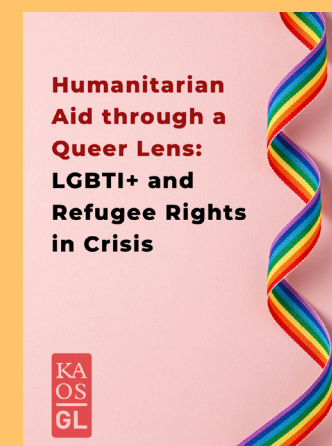
Spotlight: Locally led research

Under the SHIFT programme we worked with researchers based in Ukraine, Poland, Syria and Türkiye to co-create seven pieces of research.

The research fills evidence gaps and spotlights under-researched areas linked to crisis and humanitarian response. We wanted to specifically shine a light on the role of local and national actors, activists and volunteers in humanitarian crises. We adopted a new, collaborative approach to research, where we're actively seeking partnerships with local researchers, not only to conduct the research but also to shape the research questions and methodologies from the outset.

- [The Role of Ukrainian Women-led Organisations in Humanitarian Action in Ukraine and Poland in 2022-2024](#)
- [Empowering Youth in Humanitarian Action in Ukraine: Lessons Learned and Pathways Forward](#)
- [A Tale of Two Borders. Double Humanitarian Standards in Refugee Reception: The Case of Poland](#)
- [Humanitarian Aid through a Queer Lens: LGBTI+ and Refugee Rights in Crisis](#)
- [Beyond Protection. Designing Intersectional Humanitarian Response to LGBTQI+ Displacement in Poland](#)
- [Beyond the Earthquake: Local Organisations in the Humanitarian Response in Türkiye/Syria and in the Reception of Refugees in Poland](#)
- [When Working in Crisis Becomes Daily Life. Local Organisations Supporting Refugees in Poland.](#)

Locally led research reports:





Convening

The Humanitarian Xchange

“The Humanitarian Xchange in three words: Collaboration, Community and Leadership. It was refreshing to be around so many change-makers while also understanding the humanitarian sector more deeply. We need more spaces like this for NGO and Not-for-Profit leaders to come together to refuel from the pressure, strain and the intensity of their work.”

HX Attendee

In 2024, the HLA in partnership with Save the Children UK created and produced the Humanitarian Xchange (HX) - a global event aimed to cultivate a progressive and forward-thinking environment to address challenges in the humanitarian field and act as a catalyst for lasting change.

In February the inaugural award-winning HX London, which was said to be the largest humanitarian event in the UK in 50 years; took place in collaboration with Brandfuel, event partner.

The overwhelming success of HX London paved the way for the superb locally-led HX Gaziantep organised in collaboration with Save the Children International Türkiye Country Office, Save the Children International Syria Response Office and local partners; a three-day HX workshop in Sarajevo in November with the Balkans Migration and Displacement Hub and an HX webinar spin-off series happening throughout the year covering technology and innovative financing.

Looking ahead and with the support of a recent Google partnership, HLA can continue creating convening spaces for the humanitarian sector to foster collaboration and partnership. Dominic Courage, HLA's Deputy Director of External Relations said, “We're incredibly grateful for the funding support from Google. It is a commendable step forward for this initiative and the humanitarian sector in these unique times. We are hopeful that this support will produce positive impact on the humanitarian system and the world”.

Collaborative Leadership for Precarious Times Event

In partnership with the Eco-Leadership Institute, this experiential learning event brought over 50 CEOs and Leaders from non-profits and NGOs from Ukraine, Poland, Ireland and Northern Ireland for 5 days to build a temporary community and develop collaborative leadership to create a vibrant civil society through a range of learning methodologies.

“This has been one of the most powerful and inspiring experiences of my life. Collaborative leadership is more crucial than ever in these precarious times. Together, we learned how human connection can drive meaningful change in building civil society—and that is something I will carry with me forever.”

Event Participant

[Read more](#)

Psychodynamics Webinar series

In partnership with the Eco-Leadership Institute, we facilitated six Psychodynamics webinars for 163 participants from within and beyond the humanitarian sector.

These sessions created space for reflection, discussion, and learning on beneath-the-surface dynamics in humanitarian work, supporting workers, leaders, and coaches in applying insights to their practice.

[Access the webinars](#)

Women In Leadership (WIL) Network

The Women in Leadership Network expanded from 150 to 900 female leaders and aspiring leaders. Through 12 webinars, we engaged 250+ participants on topics such as leadership in crises, the power of authenticity, and feminist leadership. Additionally, 35 peer mentoring pairs were successfully matched.

“My mentor was very helpful. She believed in my abilities which made me grow and develop more in my learning path. She enhanced my ability to adapt and persevere. She provided me with the resources I needed regularly. From preparing my personal development plan, and sequencing my learning progression, she has provided me with very valuable links to attend training courses and important articles specializing in gender and climate change, she opened the doors of knowledge that I needed.”

WIL Mentee

[Join the WIL Network](#)



Our Learning Community

Throughout 2024, 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 874,452 learners** across all platforms and social media in 2024. 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.

Fresh Humanitarian Perspectives provides a platform for accessible and informative conversations with a diverse range of speakers across the humanitarian sector. In 2024, we were delighted to release 15 episodes, reaching listeners in 129 countries. We heard the voices of 31 contributors, including our first episodes in French and Spanish.

Alongside this, we hosted **16 HLA webinars** throughout the year, attended by **1.7k learners** from all over the world. The most popular sessions included a **localisation-focused French language webinar** led by colleagues in our West and Central Africa Regional Centre together with Save the Children International and local partners; and a session from our Humanitarian Careers series on **leadership in emergency settings**, as well as an HX webinar on **innovative financing**.

“Fresh Humanitarian Perspectives is a very practical and inspiring podcast for humanitarians. I listen to every episode and take notes that I can use in my training, consultancy, and coaching sessions. Each episode gives me clear ideas and useful tips that I can easily implement in my work. I really enjoy how the podcast makes complex topics simple and relatable by inviting guests from different fields. It’s a great resource for anyone in the humanitarian sector.”

Selim Uysal, a humanitarian consultant and trainer from Türkiye based in Germany

Kaya learners form a crucial part of our community!

“In a context of shrinking resources, and in a sector where organisations are constantly pegged against one another to compete for funding, the free resources and the welcoming, open space provided by HLA to share, meet, connect, learn, network and re-invent offers a unique, refreshing reminder that we all share the same mission – to support the most vulnerable – and that together, we can do it better!”

Eleonora Aralla, Country Representative from CAFOD Zimbabwe and Eswatini

Meet Neba

“I felt like I had stumbled on a gold mine of knowledge resources on humanitarian and development, as I explored the different courses available on Kaya.”



Meet Jesca

“I am glad that in this course, gender dimensions were so well captured. This is important for inclusivity and diversified solutions to promote co-existence and the youths’ role in fostering a society characterised by intellectual understanding and mutual respect among all individuals. I’m grateful to the Humanitarian Leadership Academy for this amazing course (Conflict Sensitivity). It’s relatable and practical for anyone working on aid interventions.”



Meet James

“Studying with Kaya and HLA ensures that your learning adheres to the highest sector standards, ultimately enhancing your practice and, by extension, the assistance provided to those in most in need of quality care and support.”





Next steps in our journey

As we conclude 2024, we finish our current strategy and look forward to the strategic period of 2025-2027 with renewed determination and vision. With the HLA, as well as the entire humanitarian system, embarking on a period of unprecedented change, the challenges we face are complex and fast evolving. Our focus remains steadfast on inspiring a movement for locally led humanitarian action and our commitment unwavering.

We will continue to strengthen leadership capacity, convene diverse networks, and nurture the next generation of humanitarians. From empowering young leaders to supporting women in leadership roles, our aim is to equip humanitarian actors with the skills, tools, and confidence to lead inclusively and effectively.

Looking to the future, we remain guided by a belief that the best humanitarian responses are led by those who understand their communities best. Through our coaching programmes, leadership initiatives, and global partnerships and networks, we will continue to champion locally-driven leadership as the foundation for resilience and innovation. The journey ahead requires agility, collaboration, and a relentless focus on impact. Together with our partners and the communities we serve, the HLA is committed to supporting a humanitarian system where leadership is local, solutions are inclusive, and change is lasting.



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Humanitarian Leadership Academy

Any questions? Get in touch:



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Join our 1.2 million followers on social media!



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