



Humanitarian Leadership and People Management

Credits	2 credits ECTS
Dates	10 – 25 January 2022
Format	Online (self-study + live sessions). Live session hours (1.30-3.30pm CET or 2.30-4.30 pm CET) are in group and mandatory <i>This course requires 25 hours of dedicated work (self-study and live sessions) per week. We recommend that participants keep at least 50% of their time dedicated for the course and adapt their professional activity accordingly</i>
Language	English
Fees	1,500 CHF
Coordinator	Claire Barthélémy – Claire.barthelemy@unige.ch

Course overview

Short description

While critically reviewing the current theories and practices of humanitarian leadership and people management, this course aims to ascertain the leadership capacities of participants and situating their preferred management style. In plenary sessions or peer-works, discussions and exercises will question emotional competencies, authority vs. authoritarianism, stress management and institutional vision. Licensed coaches, humanitarian professionals and psychologists will accompany participants in an approach that considers the human being in each worker.



Learning objectives

At the end of the course, you will be able to:

- Manage and lead people according to the essential principles of diversity, inclusion and duty of care
- Adopt best practices for informed and critical decision-making
- Identify your preferred leadership style and argue your choice

Workload

Around 50 hours of work over 2.5 weeks, including:

- E-learning courses
- Live sessions
- Individual and group work: readings, videos, pool-surveys, self-tests, case study, reflexive analysis

Thematic structure of the course

- Sectorial and organisational leadership
- Partnership and collaborative leadership
- The figure of the leader and manager
- Team management

Audience

- Professionals in the humanitarian, development or social sector looking to develop their competencies in leadership and people management, as well as reflect and capitalise on their experiences.
- Professionals from any other sectors (private, academic, etc) and graduate students with relevant volunteer or intern experience who wish to increase their understanding of leadership and people management in the humanitarian field.

PROGRAMME

Mon, 10 January 2022	Tue, 11 January 2022	Wed, 12 January 2022	Thu, 13 January 2022	Fri, 14 January 2022
<p style="text-align: center;">ESC INTRODUCTION</p> <p style="text-align: center;">Well-being</p>	<p style="text-align: center;">SECTORIAL & ORGANISATIONAL LEADERSHIP</p> <p style="text-align: center;">Theories and Concepts Q&A on Transformation of organisation and working modes</p>	<p style="text-align: center;">COACHING SESSIONS</p> <p style="text-align: center;">Self-awareness</p>	<p style="text-align: center;">THE FIGURE OF LEADER AND MANAGER</p> <p style="text-align: center;">Self-awareness, vision and decision making</p>	<p style="text-align: center;">GENDER AND DIVERSITY</p>
Mon, 17 January 2022	Tue, 18 January 2022	Wed, 19 January 2022	Thu, 20 January 2022	Fri, 21 January 2022
<p style="text-align: center;">EMOTIONS IN THE WORKPLACE</p> <p style="text-align: center;">The coaching and mediation approach</p>	<p style="text-align: center;">STRESS MANAGEMENT</p> <p style="text-align: center;">Prevention, mitigation and management</p>	<p style="text-align: center;">COACHING SESSIONS</p> <p style="text-align: center;">Well-being</p>	<p style="text-align: center;">TEAM MANAGEMENT</p> <p style="text-align: center;">Team dynamics, Conflict management and Remote management</p>	<p style="text-align: center;">PARTNERSHIP & COLLABORATIVE LEADERSHIP</p>
Mon, 24 January 2022	Tue, 25 January 2022			
<p style="text-align: center;">PEER TO PEER EXERCISE</p>	<p style="text-align: center;">PEER TO PEER EXERCISE</p> <p style="text-align: center;">ESC CLOSURE</p>			