



<b>Humanitarian Leadership and People Management</b>	
<b>Credits</b>	2 credits ECTS
<b>Dates</b>	8 – 31 January 2025
<b>Format</b>	Online (combination of self-study time and live sessions). Live sessions are mandatory and take place 2-3 times a week, usually in early afternoon CET  <i><b>This online course requires 10 hours of weekly work. To fully engage in learning activities, we recommend that participants take some time off and adapt their professional activity accordingly.</b></i>
<b>Language</b>	English
<b>Fees</b>	<ul style="list-style-type: none"><li>• <b>Full price:</b> CHF 1'700</li><li>• <b>Partner rate (MSF, ICRC):</b> CHF 1'360 (20% discount)</li><li>• <b>Special Rate for Government and NGO/CBO Staff:</b> CHF 850. Available exclusively to staff from local and national NGOs, CBOs, and government employees in low/middle-income countries. Proof of local employment and salary required.</li></ul>
<b>Coordinator</b>	Claire Barthélémy – <a href="mailto:claire.barthelemy@unige.ch">claire.barthelemy@unige.ch</a>

## 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.

### Objectives of the course

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

50 hours of work overall, including:

1. Asynchronous self-study activities (such as case studies, videos, recorded slideshows, readings, etc.)
2. Synchronous live sessions

### Structure of the course

- Sectorial and organisational leadership
- Conflict and team management
- The figure of the leader and manager
- Emotions in the workplace

- Stress management
- Remote management
- Peer-to-peer exercises

## Prerequisites

### 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.

### Distance Learning

- Broadband/high speed connection - 2.5 Mbps minimum.
- Please note that most weekly content and activities is accessible via phone, but a PC/laptop/tablet is preferred
- microphone and webcam

### Admission requirements

1. a university qualification (Bachelor's degree or equivalent)
2. at least three years of relevant professional experience
3. excellent command of English
4. motivation working in the humanitarian sector