



Humanitarian Leadership and People Management	
Credits	2 credits ECTS
Dates	<p>Two sessions with different durations are available for this course. The course content remains the same. Participants should choose among the two options according to their professional availability:</p> <p>Session 1: 11 January – 6 February 2024</p> <p>Session 2: 22 April – 24 May 2024</p>
Format	<p>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</p> <p><i>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.</i></p>
Language	English
Fees	CHF 1'700
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.

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

Around 10 hours of work each week, 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