



2025 | 2026 —

Humanitarian Leadership and People Management



Credits

2 ECTS



Dates

14 January – 6 February 2026



Format

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.

This online course requires 17 hours of weekly work. To fully engage in learning activities, we recommend that participants take some time off and adjust their professional activities accordingly, with flexibility in working hours.



Language

English



Fees

- **Full price:** CHF 1'700
- **Partner rate (MSF, ICRC):** CHF 1'360 (20% discount)
- **Special Rate for Government and NGO/CBO Staff:** 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.



Lecturer

Claire Barthélémy – claire.barthelemy@unige.ch



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 outcomes of the course

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

- Lead and foster a work environment based on diversity, inclusion and duty of care, which empowers individuals.
- Make human and data-driven decisions that strategically balance operational results and human well-being (including your own) and argue for them based on evidence and ethics.
- Build and sustain high-performing teams through constructive communication and performance evaluation.
- Manage own emotions, biases, and motivations to maintain a situational leadership stance



Workload

Around 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

- The figure of the leader and manager
- Emotions in the workplace
- Stress management
- Remote management
- Peer-to-peer exercises



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.



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



Application deadline and registration: