



Individual Self Reflection 2020 on World Humanitarian Summit Commitments and Initiatives - Humanitarian Leadership Academy



Stakeholder Information

Organisation Name

Humanitarian Leadership Academy

Organisational Type

Academia

City and Country where Headquartered

London, United Kingdom of Great
Britain and Northern Ireland

Focal Point Name

Alex Farrington

Region

Global

Twitter ID

@academyhum



4A Reinforce, do not replace, national and local systems

Joint Commitments

Commitment	Joint Commitment	Commitment Type	Core Responsibility
375 individuals across the sector commit to collaborate across boundaries to recognise, enable and sustain local and national humanitarian capabilities and leadership. The Humanitarian Leadership Academy has endorsed this commitment. Further details can be found at http://bit.ly./WHSCCommit	375 individuals	Operational	Change People's Lives: From Delivering Aid to Ending Need

Individual Commitments

Commitment	Commitment Type	Core Responsibility
The Humanitarian Leadership Academy commits to invest in the capacity and ability of frontline responders to play a leading role in crisis anticipation, response and recovery by creating incentives through the development of evidence for international actors to work in strategic partnerships with local and national civil society organisations that build the long-term organisational and responsive capacity; and, supporting the development of national and regional networks of front-line responders and other related capacity-strengthening initiatives including national and regional research and training centres.	Capacity	Change People's Lives: From Delivering Aid to Ending Need
The Humanitarian Leadership Academy commits to investing in local and national capacity building initiatives, in order to provide access to relevant contextualised learning opportunities and contribute to their sustainability.	Capacity	Change People's Lives: From Delivering Aid to Ending Need
The Humanitarian Leadership Academy commits to undertake capacity mapping in ten of the most vulnerable locations to disasters and crises around the world, to inform capacity development and gap-filling by international and regional partners.	Capacity	Change People's Lives: From Delivering Aid to Ending Need

Core Commitments

Commitment	Core Responsibility



<p>Commit to a new way of working that meets people's immediate humanitarian needs, while at the same time reducing risk and vulnerability over multiple years through the achievement of collective outcomes. To achieve this, commit to the following: a) Anticipate, Do Not Wait: to invest in risk analysis and to incentivize early action in order to minimize the impact and frequency of known risks and hazards on people. b) Reinforce, Do Not Replace: to support and invest in local, national and regional leadership, capacity strengthening and response systems, avoiding duplicative international mechanisms wherever possible. c) Preserve and retain emergency capacity: to deliver predictable and flexible urgent and life-saving assistance and protection in accordance with humanitarian principles. d) Transcend Humanitarian-Development Divides: work together, toward collective outcomes that ensure humanitarian needs are met, while at the same time reducing risk and vulnerability over multiple years and based on the comparative advantage of a diverse range of actors. The primacy of humanitarian principles will continue to underpin humanitarian action.</p>	<p>Change People's Lives: From Delivering Aid to Ending Need</p>
<p>Commit to reinforce national and local leadership and capacities in managing disaster and climate-related risks through strengthened preparedness and predictable response and recovery arrangements.</p>	<p>Change People's Lives: From Delivering Aid to Ending Need</p>
<p>Commit to empower national and local humanitarian action by increasing the share of financing accessible to local and national humanitarian actors and supporting the enhancement of their national delivery systems, capacities and preparedness planning.</p>	<p>Change People's Lives: From Delivering Aid to Ending Need Invest in Humanity</p>

1. Highlight the concrete actions taken between 1 January – 31 December 2017 to implement the commitments which contribute to achieving this transformation. Be as specific as possible and include any relevant data/figures.

Strengthening national/local leadership and systems

The Humanitarian Leadership Academy ("Academy") works with national, regional and global organisations, communities and individuals to develop and facilitate access to learning resources and tools. The Academy focus on local solutions that are culturally, linguistically, and situationally relevant. Its local Academy Centres and partners are embedded within specific contexts of the countries within which the Academy works, and are best placed to find and support innovative ways to create strong and resilient local communities, with the additional support and expertise of our global partners. Through the Academy's global reach, it can build on networks and partnerships, generate and develop learning around best practice and foster knowledge learning and knowledge-sharing. For example, the Academy co-hosted the 2017 World Humanitarian Action Forum in London localisation roundtable which was attended by 35 organisations. Also, at the Asia Disaster Reduction and Response Network (ADDRN) annual conference, the Academy led a roundtable discussion on building sustainable capacity of local and national responding organisations.

2. A. How are you measuring progress toward achieving your commitments? Only the categories selected by the organisation will be seen below.

- Through existing, internal systems or frameworks for monitoring, reporting and/or evaluation.

B. How are you assessing whether progress on your commitments is leading toward change in the direction of the transformation?

The Academy maintains an online management reporting system that tracks and monitors the implementation of progress against annual workplans and deliverables. Key Performance Indicators (KPIs) are also tracked and monitored through a donor-approved Monitoring, Evaluation, Accountability and Learning framework.

3. A. Please select no more than 3 key challenges faced in implementing the commitments related to this transformation. Only the categories selected by the organisation will be seen below.

- Human resources/capacity



Multi-stakeholder coordination

B. How are these challenges impacting achievement of this transformation?

The Academy did not implement the originally planned number of pilots in 2017 due to external factors related to the organisations that the pilots were due to benefit.

4. Highlight actions planned for 2018 to advance implementation of your commitments in order to achieve this transformation.

The Academy plans to increase the use of innovation for learning. As at the end of December 2017, there were over 350 courses contextualised or translated courses also available through the Kaya platform (www.kayaconnect.org) and over 44,000 users accessing Kaya content. The Academy are confident that through new products it can increase these numbers to reach the target of 80,000 individuals accessing quality learning through the Academy by the end of 2018.

5. What steps or actions are needed to make collective progress to achieve this transformation?

With the ongoing increase in scale and complexity of humanitarian emergencies, accelerated by factors such as climate change, and the challenges faced by actors operating in longstanding protracted emergencies, it is recognised that alternative and improved approaches are needed to meet the growing needs of populations affected by humanitarian crises. Achieving improved humanitarian outcomes requires a collaborative effort between different and new actors, and also change from within the sector itself.

6. List any good practice or examples of innovation undertaken individually or in cooperation with others to advance this transformation.

The Academy is well positioned to lead in the field of learning through innovation and develop a culture of innovation throughout the humanitarian sector. For example, creating space for individual innovators and groups within the humanitarian sector to innovate and share knowledge.

Keywords

Innovation, Local action



4B Anticipate, do not wait, for crises

Individual Commitments

Commitment	Commitment Type	Core Responsibility
The Humanitarian Leadership Academy commits to collaborate with others to enhance countries preparedness, and accelerate this initially in forty of the most at-risk countries, so they reach a minimum level of readiness by 2020.	Partnership	Change People's Lives: From Delivering Aid to Ending Need

Core Commitments

Commitment	Core Responsibility
Commit to a new way of working that meets people's immediate humanitarian needs, while at the same time reducing risk and vulnerability over multiple years through the achievement of collective outcomes. To achieve this, commit to the following: a) Anticipate, Do Not Wait: to invest in risk analysis and to incentivize early action in order to minimize the impact and frequency of known risks and hazards on people. b) Reinforce, Do Not Replace: to support and invest in local, national and regional leadership, capacity strengthening and response systems, avoiding duplicative international mechanisms wherever possible. c) Preserve and retain emergency capacity: to deliver predictable and flexible urgent and life-saving assistance and protection in accordance with humanitarian principles. d) Transcend Humanitarian-Development Divides: work together, toward collective outcomes that ensure humanitarian needs are met, while at the same time reducing risk and vulnerability over multiple years and based on the comparative advantage of a diverse range of actors. The primacy of humanitarian principles will continue to underpin humanitarian action.	Change People's Lives: From Delivering Aid to Ending Need

1. Highlight the concrete actions taken between 1 January – 31 December 2017 to implement the commitments which contribute to achieving this transformation. Be as specific as possible and include any relevant data/figures.

The Humanitarian Leadership Academy ("the Academy") believes that to reduce the impact of crises and therefore the need for international emergency response, it needs to increase the resilience and preparedness of communities vulnerable to crisis by sharing relevant knowledge and enabling them to enhance their existing skills. Therefore, the Academy works to increase the accessibility, quality, scale and sustainability of humanitarian learning and knowledge for all. The Academy has operational Academy Centres in East Africa, the Philippines, and the Middle East, with Centres in development in Bangladesh and Indonesia. The Academy also has collaborative partnerships in all locations, such as our partnerships with the Jordan Hashemite Charitable Organisation (JHCO) and the American University in Beirut (AUB). The Academy's partnership with Save the Children (UK), Unilever, Philippines Disaster Resilience Foundation (PDRF) and, the University of the Philippines Institute for Small-Scale Industries (UPISSI) yielded a Business Continuity Planning (BCP) training programme. This initiative set out to build the resilience to disasters of 1,081 Filipino micro, small and medium-sized enterprises (MSME) based on the rationale that building the preparedness of the MSMEs in a strategic and uniform manner would affect both continuity of business, needed supplies for affected populations and continued livelihoods of those people directly employed by the business in the event of a disaster. The long-term goal of the BCP training programme in the Philippines is to scale up to increase impact, so the level of preparedness for disasters is much higher across the country, with reduced vulnerability of MSMEs and communities to disasters.

2. A. How are you measuring progress toward achieving your commitments? Only the categories selected by the organisation will be seen below.

Through existing, internal systems or frameworks for monitoring, reporting and/or evaluation.

B. How are you assessing whether progress on your commitments is leading toward change in the direction



of the transformation?

The Academy has taken a number of steps to develop its monitoring and evaluation, accountability and learning systems. These include the development of a MEAL framework with Key Performance Indicators. The Academy have initiated a learning impact evaluation with Humanitarian U; commissioned several case studies of key initiatives; and continually capture internal learning.

3. A. Please select no more than 3 key challenges faced in implementing the commitments related to this transformation. Only the categories selected by the organisation will be seen below.

- Funding amounts
- Human resources/capacity
- Multi-stakeholder coordination

4. Highlight actions planned for 2018 to advance implementation of your commitments in order to achieve this transformation.

In 2018, the Academy plans to ensure our Centres are robust and flexible enough to continue to contribute to filling context-specific gaps. The organisation has made significant progress in rolling out contextualised Humanitarian Essentials course materials, with a Massive Open Online Course (MOOC) conducted and contextualisation commenced in 3 geographies. The Academy has also developed a clear offer for the sector for volunteers, with plans for further rollout and engagement in 2018 in additional geographies.

5. What steps or actions are needed to make collective progress to achieve this transformation?

Continued commitment across the humanitarian sector to invest in people and organisations and to build sustainable capacity in the locations vulnerable to disasters and crisis. Commitment from the private sector to engage in a holistic way, providing access to expertise, knowledge, technology and resources to find the most appropriate solutions to the world's problems.

6. List any good practice or examples of innovation undertaken individually or in cooperation with others to advance this transformation.

The Academy commissioned a number of research pieces to inform evolution of our network and learning offer. These included scoping studies in West Africa and Latin and Central America, a needs assessment on humanitarian learning needs in Syria, and a global assessment carried into humanitarian learning needs.

Keywords

Community resilience, Disaster Risk Reduction, Private sector



4C Deliver collective outcomes: transcend humanitarian-development divides

Individual Commitments

Commitment	Commitment Type	Core Responsibility
The Humanitarian Leadership Academy commits to develop a mechanism to document and share evidence on impactful learning interventions and best practice for humanitarian action.	Operational	Change People's Lives: From Delivering Aid to Ending Need
The Humanitarian Leadership Academy commits to investing over 50% of its total budget to identify and incubate new and existing, innovative solutions in humanitarian learning, in order to provide local and national access to contextualised learning and knowledge, and connect civil society with global and regional resources as appropriate.	Financial	Change People's Lives: From Delivering Aid to Ending Need
The Humanitarian Leadership Academy commits to launch a global digital learning platform and 10 contextualised regional platforms to increase and democratise access to learning opportunities and connect learners and service providers at the national and regional level exchange experience and evidence between such platforms and global service providers.	Operational	Change People's Lives: From Delivering Aid to Ending Need

Core Commitments

Commitment	Core Responsibility
Commit to a new way of working that meets people's immediate humanitarian needs, while at the same time reducing risk and vulnerability over multiple years through the achievement of collective outcomes. To achieve this, commit to the following: a) Anticipate, Do Not Wait: to invest in risk analysis and to incentivize early action in order to minimize the impact and frequency of known risks and hazards on people. b) Reinforce, Do Not Replace: to support and invest in local, national and regional leadership, capacity strengthening and response systems, avoiding duplicative international mechanisms wherever possible. c) Preserve and retain emergency capacity: to deliver predictable and flexible urgent and life-saving assistance and protection in accordance with humanitarian principles. d) Transcend Humanitarian-Development Divides: work together, toward collective outcomes that ensure humanitarian needs are met, while at the same time reducing risk and vulnerability over multiple years and based on the comparative advantage of a diverse range of actors. The primacy of humanitarian principles will continue to underpin humanitarian action.	Change People's Lives: From Delivering Aid to Ending Need

1. Highlight the concrete actions taken between 1 January – 31 December 2017 to implement the commitments which contribute to achieving this transformation. Be as specific as possible and include any relevant data/figures.

Other-4C

The finalisation of the strategic plan for the Human Passport Initiative (Hpass) was completed in 2017. The digital, online platform, which includes a badge factory and passport profiles, is currently under development, and is scheduled to be piloted



from April 2018 in conjunction with the new Quality Standards in Humanitarian Learning and Assessment, with 30 learning/assessment providers. Providers will also benefit from advisory support.

The Academy has made progress in defining the platform offer to organisations including commissioning development of new knowledge and data platforms. The groundwork has also begun in delivering the bespoke digital spaces for several UK-based non-governmental organisations. The launch of regional Kaya portals has also begun with partners for our Academy Centres in Bangladesh and the Middle East.

2. A. How are you measuring progress toward achieving your commitments? Only the categories selected by the organisation will be seen below.

- Through existing, internal systems or frameworks for monitoring, reporting and/or evaluation.
- Other: Monitoring, Evaluation, Accountability and Learning (MEAL) Framework

B. How are you assessing whether progress on your commitments is leading toward change in the direction of the transformation?

The Academy tracks progress against targets, including these commitments, on an annual basis. Kaya statistics were either auto generated through the reporting function, or found via SQL (Structured Query Language) database searches.

3. A. Please select no more than 3 key challenges faced in implementing the commitments related to this transformation. Only the categories selected by the organisation will be seen below.

- Institutional/Internal constraints

B. How are these challenges impacting achievement of this transformation?

Attempting to do something differently in an established sector requires partners to collaborate in creative and innovative ways. The Academy would like to take this opportunity to thank those who came on this journey with us, and have trusted in our innovative approach to professionalising and localising humanitarian response.

4. Highlight actions planned for 2018 to advance implementation of your commitments in order to achieve this transformation.

From 2018, the Academy will work towards its refined business model, increasing its focus on key products, services and platforms that will add most value, and take an increasingly socially entrepreneurial approach by offering bespoke organisational solutions. The Academy will also work with its Centres to pilot and launch innovative delivery of key Academy products.

5. What steps or actions are needed to make collective progress to achieve this transformation?

The Academy currently uses innovative approaches to delivering humanitarian using gaming technology, which will generate and test new methods of humanitarian learning delivery from 2018. The Academy will continue to work with partners across the sector to develop plans for HPass, an online platform through which humanitarians can set up an online profile and collect digital badges or certifications in recognition of their competencies.

6. List any good practice or examples of innovation undertaken individually or in cooperation with others to advance this transformation.

During 2017, the Academy played a leadership role in coordinating across partners to develop HPass, an initiative designed to improve quality and consistency of professional development in the sector. HPass will be a digital platform that will offer support to employers and humanitarian learning providers,

Keywords

Innovation, Quality and accountability standards