



CENTRE FOR
HUMANITARIAN
LEADERSHIP



Graduate Certificate of Humanitarian Leadership

Information Pack
Course 11
July 2018 - March 2019

HLP
HUMANITARIAN LEADERSHIP PROGRAMME

Centre for Humanitarian Leadership



Over 65 million people are displaced around the world due to conflict and disaster, and with the severity and frequency of disasters increasing, the humanitarian sector is facing significant challenges.

At the Centre for Humanitarian Leadership, we are working towards addressing some of humanity's major challenges. Through education, research and innovation in the aid sector we are better serving communities affected by crises with more responsive, efficient and relevant actions. We are transforming the way the humanitarian workforce is led, how humanitarian organisations operate, and challenging current approaches to humanitarian crisis response.

Our success is built on creating a unique partnership between aid organisations, experts and academia that promotes engagement with students, practitioners and stakeholders in a way that ensures our work has a measurable impact. Vital support from our partner organisations means we can continue to fill an internationally recognised gap in education, research and innovation and export our courses globally.

The Centre for Humanitarian Leadership, along with all of our partners, is pleased to invite professionals from International and National Government Organisations, Community Based Organisations, UN agencies and Emergency Services, National Disaster Management Offices, Donors, Government Officials and private sector involved in disaster response to participate in the Graduate Certificate of Humanitarian Leadership.

Our Partners



Developing Leadership to Transform Humanitarian Leadership

The Graduate Certificate of Humanitarian Leadership (GCHL) – formerly the Humanitarian Leadership Programme – is a uniquely intensive and challenging accredited leadership course designed for all actors involved in emergency and humanitarian responses.

The GCHL is a comprehensive eight-month course designed by an expert group of humanitarians, academics, and leadership development specialists to transform the leadership offered by humanitarians and emergency responders and their organisations.

Developed, tested and refined since 2012, this course will challenge you intellectually and emotionally. It has been designed to enhance your understanding of the humanitarian system, build your ability to lead in the delivery of humanitarian operations in complex emergencies and support you to develop the preparation and leadership qualities and skills you offer others in some of the most challenging and diverse environments.

“That was the first time someone put me in the spotlight of leadership. Who are you? What are your values and principles? Not my organisation’s values and principles, but mine.”

Doreen, Habitat for Humanity, Fiji

Through academic lectures, expert-led seminars and workshops, guest speakers, individual coaching, peer learning, cutting-edge distance-learning resources and residential units with intensive simulation exercises, you will put yourself through an experience that is unrivaled. You will have the opportunity to develop and put your leadership to the test in a safe and supportive environment.

Successful students will be awarded a Graduate Certificate of Humanitarian Leadership from Deakin University and join a growing alumni of humanitarian leaders who represent the vanguard of change in the humanitarian industry.

Course Objectives

- To provide aid professionals with an intensive, challenging and richly rewarding personal development experience that gives them the capability and confidence to change and successfully lead relief operations in complex settings
- To make a significant contribution towards the professionalisation and change of the humanitarian system
- To improve the quality of leadership offered by individuals, agencies or organisations preparing and responding to humanitarian disasters, from disaster risk reduction to managing major responses, and supporting the transition to long-term recovery and development
- To develop a multi-agency and multinational cohort of humanitarian leaders who have shared a common learning experience and are committed and able to improve humanitarian responses across various regions
- To create a collaborative approach to learning across agencies that directly impacts on how we work together to achieve our goals.

“Learning to be a leader under stress was one of the biggest take-aways I had from the course. It gave me the tools to bring out the best in myself and others”

Samar, Save the Children

Course Content

The GCHL examines the leadership and strategic issues faced by local, national and international managers in the aid system. It helps students to critically reflect on the principles and values that underpin any humanitarian operations and explores the leadership behaviours aid workers should offer to affected communities, to their teams, their organisation, and their partner agencies.

Key questions that this course addresses:

- What are the major challenges and changes impacting the aid sector and what can we do together to address these?
- What are the most appropriate and adapted ways to organise and lead teams in high-consequence, high-uncertainty, rapidly evolving humanitarian crises?
- What is the role of leadership in such situations and which behaviours and skills are most important?
- What can you do to develop your own skills and the leadership you offer others?

Modules covered:

- Humanitarian principles, values and ethics: critical understanding and challenges in practice
- Humanitarian system and actors
- Emerging trends and challenges. Strategic considerations when leading humanitarian responses
- Role of leadership in humanitarian contexts
- Decision-making in humanitarian contexts
- Leadership and humanitarian dilemmas
- Localisation and Leadership
- Leading change during preparedness, relief, and recovery.

The course takes a systemic perspective, encompassing disaster risk reduction, effective response delivery and transitioning to recovery. Going beyond theoretical understanding, the course provides students with the experience, support and challenges that will help them develop their skills and confidence in offering leadership to others. Students will benefit from high-quality feedback and support from experienced academics, coaches and facilitators in addition to peer feedback, 360° feedback, psychometric assessment and mentoring.



Ezatullah, Action Against Hunger

“I grew up in Afghanistan – I’ve experienced disasters and wars.” This is the sad reality of Afghanistan and Ezatullah is no stranger to so many different types of crises.

He’d always aspired to be a better leader for his community, his organisation and for the affected populations he’s been working with. Ezatullah wanted to pursue further studies and in 2016, he was offered a position in the Graduate Certificate of Humanitarian Leadership. He leapt at the chance.

In Afghanistan we face many challenges. There are many different dynamics and disasters: opposing groups who are fighting against the government, warlords who are active in the community – and then we have vulnerable populations who are affected by these disasters. Not an easy task to handle.

The course was not easy, but it was amazing. I have learned how to work in uncertain and complex emergencies in any area, with different ethnicities and the different dynamics in teams. I have learned that leading and inspiring your team is much more important than I thought, and I have started applying this in my work ... I now know what it is to be a humanitarian.”

The GCHL is a graduate level course and requires significant commitment by students. The distance learning elements require **at least 10 hours per week** for the duration of the units. Students who wish to achieve a high level of performance and high grades should expect to commit at least 10 hours a week.

Successful applicants will enrol with Deakin University. They will have access to student and academic support services including success coaches, Deakin academic standards and policies, the library and online resources.

Students will be assessed through written submissions, group work, individual presentations, project work and observations during simulated exercises.

“I’ve also appreciated the other students on the course. There’s an incredible amount of experience and resource just within the room.”

Waringa, Save the Children Nairobi

“I’ve learned that it’s good to identify what your style is and become better at that, rather than trying to mould yourself into something completely different.”

Nora, Save the Children

Course Schedule

The Graduate Certificate of Humanitarian Leadership consists of four units: two cloud based units and two residential units. The first cloud based unit (AHLL701 – The humanitarian world) will commence Monday 9 July 2018. The course will run over a period of eight months and students must be prepared to complete the course, as per the schedule below:

Unit	Dates	Activity	Location
Unit 1/AHL 701	9 July 2018 – 28 September 2018	The Humanitarian World on CloudDeakin/ Distance 10hrs study per week	CloudDeakin (Online)
Unit 2/AHL702	17 October 2018 – 23 October 2018	Developing Humanitarian Leadership 7-day intensive unit	Kuala Lumpur, Malaysia
Unit 3*/AHL703	5 November 2018 – 1 February 2019	Leadership in Humanitarian Operations CloudDeakin/Distance 10hrs study per week	CloudDeakin (Online)
Unit 4*/AHL704	11 March 2019 – 18 March 2019	Demonstrating Strategic Leadership 8-day intensive unit	Semarang, Indonesia

It is important to note that successful completion of the two first units is a prerequisite to progress to last two units.

Online Units

The GCHL’s online units run with the academic trimester 2, 2018/19 (July – September) and academic trimester 1, 2019 (March – June).

The first online unit focuses on the origins of humanitarianism, ethics, the actors, the humanitarian system as it is and its future. It raises questions on each of the topics studied, and the dilemmas are specifically designed for students to share their understanding and critically reflect on some of the challenges they face on a daily basis. The second online unit addresses the question of strategic and operational leadership and its application in specific contexts (e.g. localisation, urban humanitarian emergencies, international law).

Intensive Units

The GCHL also has two intensive residential units, one held in Malaysia, in October 2018 and the second in Semarang, Indonesia in March 2019. All students are required to participate in and successfully pass these residential units in order to complete the course.

Students find these face-to-face units very fulfilling as the content of the learning becomes more personal and relationships are forged with other students and faculty. However, you should be aware that these units are very intense and challenging in nature, similar to that of a first phase emergency response. They are not the usual university

classroom lectures but rather intensive classes. They require the full participation and undivided focus of the student. We ask that you make the necessary arrangements with your employer and family, to facilitate your full participation during the residential period. Visits from relatives and friends are not permitted during this time as students are required to remain at the site of the intensive for its entire duration. Only participating students will be accommodated.

“Prior to the course, I’d never felt that I had the skills or the knowledge to be a good manager, and was always second-guessing myself. Having completed the course, I now have confidence to manage, lead, and also to ask for advice from other leaders I respect within the humanitarian sector.”

Catherine, World Vision

Eligibility Criteria

To be selected, applicants need to demonstrate:

- At least five years work experience with recognised local, national and international non-governmental organisation, UN Agency, private sector organisation or relevant government body related to humanitarian and emergency response
- A minimum of three years in a senior managerial role
- A strong desire to develop their leadership skills in order to make a positive contribution to and impact the future of the aid system
- Excellent verbal and written English communication skills. Must have equivalent English language level to 6.5 IELTS, as per Deakin University’s requirements. You may be requested to undertake a written test or undergo interview during the application process.



As an accredited post-graduate university qualification and transformative experience, you need to be committed to be successful.

Learn more about studying in Deakin’s Cloud Campus at www.deakin.edu.au/courses/study-online/how-it-works

Learn more about our research by reading *Leading the Way: Applied Humanitarian Leadership Learning in the Haiyan Response* via:

<http://centreforhumanitarianleadership.org/wp-content/uploads/sites/17/2017/02/CHL-Report-Leading-the-Way.pdf>

Course Fees and Costs

The GCHL is made possible thanks to the generous contributions of partners. Financial contribution from the IKEA Foundation and support from the Australian Aid Program allows us to offer part-scholarships for up to 60 students per intake. Students, or their sponsoring organisation (where requested), will be invoiced for course fees in two stages. Fees for the first trimester will be due two weeks after they are issued at the start of the first trimester. The same applies for the fees for the second trimester which are due two weeks after its commencement.

Fees will be charged according to the following scale:

Tier 1: Government, non-profit and community-based organisations of non-OECD nations/below top 40 HDI**

Tier 2: International non-government organisation staff on international or headquarters contracts.

Tier 3: Students from United Nations agencies or Governments of OECD nations/top 40 HDI** nations

	Tier 1	Tier 2	Tier 3	Full Fees
Per trimester (2 units)	\$1,995 AUD	\$2,700 AUD	\$3,900 AUD	\$5,400 AUD
Complete course (4 units)	\$3,990 AUD	\$5,400 AUD	\$7,800 AUD	\$10,800 AUD
*% Value of part-scholarship	63%	50%	28%	0%
Approx. cost in other currencies*	USD / GBP / Euro	USD / GBP / Euro	USD / GBP / Euro	USD / GBP / Euro
Per trimester (2 units)	\$1536/ £1091/ €1251	\$2079/ £1476/ €1693	\$3004/ £2133/ €2446	\$4159/ £2953/ €3387
Complete course (4 units)	\$3073/ £2182/ €2503	\$4159/ £2953/ €3387	\$6008/ £4266/ €4893	\$8319/ £5907/ €6775

** HDI Nations refers to those listed in the Human Development Index as published by UNDP. * Other currencies approximation based on spot rate 4 April 2018. All fees will be invoiced in Australian dollars. A Student Services and Amenities Fee of \$60 AUD is charged by the university per student, and this will be added to the invoice. An administration charge of \$150 AUD will also be applied to each invoice.

Please note: Invoices will be issued by Save the Children on behalf of the Centre for Humanitarian Leadership. If you inadvertently receive an invoice issued by Deakin University please contact CHL Accounts immediately for advice (accounts@centreforhumanitarianleadership.org).

Scholarships:

Limited additional scholarships will be available to support eligible students for the second half of the course. These are awarded based on engagement and successful performance during the first half of the course in addition to submission of a scholarship application at the end of the first residential unit. We encourage students to pro-actively seek financial support to facilitate their participation in the course. Previous students have been successful in securing support from local/international foundations, while others have successfully negotiated a salary payment plan with their employer.

What is covered by the course fees?

Course fees include teaching and all learning materials, access to Deakin University's distance education platform, study support services, the library, psychometric assessments and individual coaching sessions. The fees also includes the cost of accommodation and all meals during the residential units. Unlike many other university courses, students are not charged extra for these costs. However, course fees do not cover the cost of flights or transport to and from the residential units, nor accommodation outside of the residential unit dates. Students or their sponsoring organisation are expected to cover these costs.

APPLY ONLINE

www.centreforhumanitarianleadership.org

Applications close Sunday 1 July 2018 (Midnight AEDT)

For enquiries: apply@centreforhumanitarianleadership.org

Deakin University

Deakin offers students an outstanding learning experience, and are proud of being a multi-award winning, internationally recognised university. With a history of being innovative and cutting edge, we offer excellent facilities, exceptional teaching and flexible learning to all of our students, whether on campus or online.

"I call on all those whose lives have been touched by Deakin to join with me in achieving our vision – that we will be Australia's premier university in driving the digital frontier to enable globally connected education for the jobs of the future and research that makes a difference to the benefit of our students, our staff and the communities we serve."

Professor Jan Den Hollander
Vice-Chancellor, Deakin University

Save the Children Australia

As a member of the wider Save the Children movement globally, we have almost a century of supporting children, their families and communities prepare for, respond to and recover from crises. This has been both in Australia and internationally, and we are able to draw upon rich experience of developing and supporting humanitarian workers and leaders across the humanitarian system.

"As each new major humanitarian challenge presented itself, humanitarian leaders have found ways to adapt and renew the humanitarian enterprise in response."

The challenges the humanitarian system faces today requires a similar renewal. And we need a new generation of leaders to lead that renewal."

Paul Ronalds
Chief Executive Officer, Save the Children Australia



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A Save the Children - Deakin Partnership



Save the Children



Deakin wishes to pay respect and acknowledge the traditional ownership of our land. Deakin is committed to recognising, building and sustaining understanding and respect between Aboriginal and Torres Strait Islander and non-Indigenous Australians.