



www.careacademy.org

What is CARE Academy?

CARE Academy is a global learning resource that supports staff development at CARE. Managed by the Learning & Organizational Development Unit, the Academy fosters learning that helps CARE staff and its global partners create change and bring an end to poverty and social injustice. The Academy's learning programs address three areas: skills that are critical to CARE's mission; leadership development; and global standards that represent best practices throughout CARE.

Why does global learning matter?

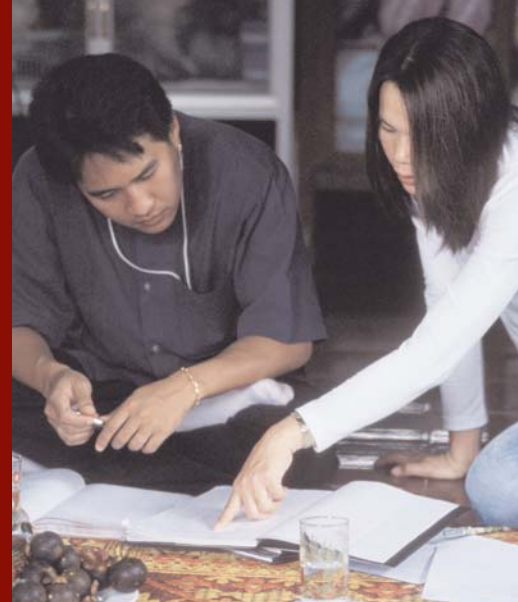
Managing people and change are growing challenges as CARE aligns its work with its vision. CARE staff must adapt to new methods of sharing and applying knowledge, as well as acquiring new skills. The Academy helps approximately 13,000 staff in 70 countries and local community partners deal more effectively with challenges by becoming better learners, better leaders and better enablers of CARE's vision. CARE Academy's work doesn't replace unique learning initiatives in countries where CARE works. Instead, it builds on and learns from local efforts to benefit CARE globally.

CARE Academy started in 2003, offering workshops, eLearning/CD ROM courses and best practice resources for CARE staff and sister INGOS, local NGOs and project participants. CARE Academy's global network of Academy Liaisons promotes staff development in all locations where CARE works. Most eLearning/CD Rom courses are free; tuition applies only to workshops and seminars. CARE Academy staff development opportunities address three key areas:

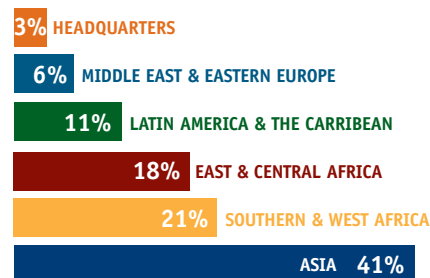
Mission Critical Skills — a common set of skills or knowledge, essential to CARE's mission of humanitarian and disaster relief work. Examples include the Competency-based People Management Program, Coaching and Counseling, the Gender Equity and Diversity Series, Managing Within The Law, and all program-specific courses such as security, health and emergency preparedness.

Leadership — a global focus on how we think, relate, and analyze our challenges at CARE. Examples include the global leadership program Leading with Impact, and Managing Self Leadership for CARE staff.

CARE Global Standards — a sharing of best practices and standards that convey CARE's uniqueness and principles. Examples include courses such as Life at CARE, an orientation for new employees; Personal Safety and Security Awareness; People Management Practices, created for CARE managers and supervisors; CARE's Approach to Ending Poverty, (July 2006) a new offering for all staff; Managing Inclusiveness, focusing on the depth and richness of our diverse organization; and CARE Workweek, a learning sharing experience in all facets of CARE's work.



CARE Academy Global Learning Population



CARE Academy is a contributing member of LINGOs (Learning for International Non-Governmental Organizations), a consortium where learning professionals from international humanitarian relief and development agencies collaborate, share and learn. Membership in LINGOs provides CARE staff with access to content from the Harvard Business Series, Rosetta Stone English Language training and a wide range of general off-the-shelf courses.



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Front photo: Online learning in Bangkok. Above: Learning together in Thailand (top) and Rwanda (lower left). Printed with soy-based inks, process chlorine-free.

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