



# Learning & Development in the NGO World

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Solutions for a living planet

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Photo: © Bena Smith

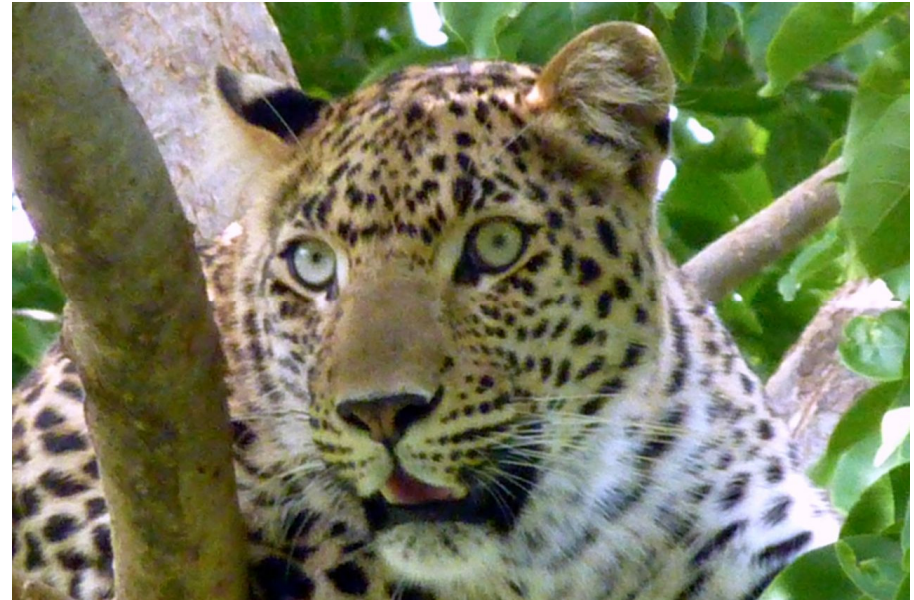


# Who Are We?





# NGOs



- The paradox:
  - Should they have HR Departments?
  - The argument is External & Internal
-



# External

- Salaries & Related costs
- “Why is your salary expense so high?”
- “I want my donation to go to conservation”
- Someone else should pay for the non-essentials





# Internal

- We are a conservation organization so----
- Why spend money on other things?





# The NGO



- Salaries versus market rates
  - The calibre of people hired
  - The challenge of recognition
-



# Recognition

- Redesign programmes
- Learning as a tool
- Development





# Learning

- The challenge
  - The opportunity
  - The necessity
-



# Development

- The real challenge
- One possible solution



It is the only home we have!



## WWF-HONG KONG

**+100**

WWF is in over  
100 countries, on  
5 continents

**+42,000**

WWF-Hong Kong has  
over 42,000 individual  
financial supporters

**1961**

WWF was founded  
In 1961

**1981**

WWF-Hong Kong was  
established in 1981, to  
deliver solutions for a  
living planet

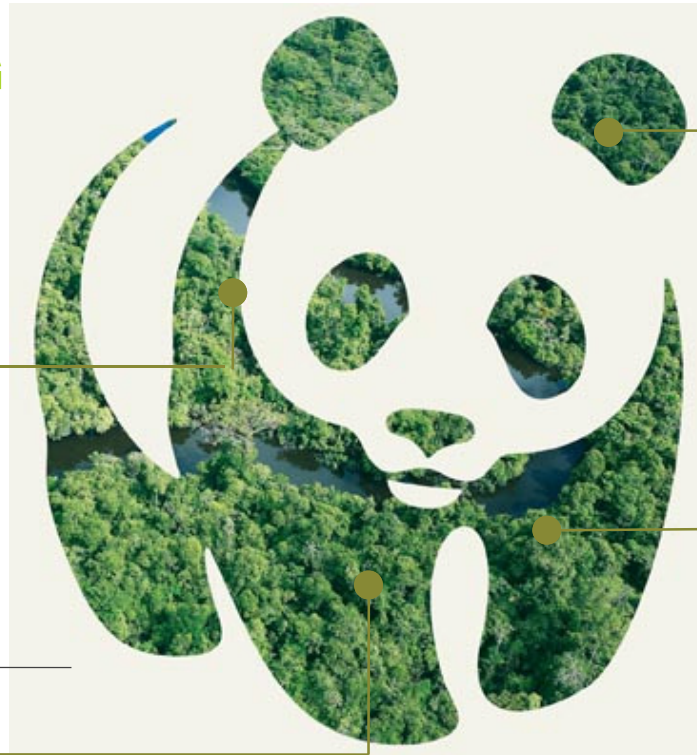


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