

Our Impact

Since our inception 15 years ago we have supported over 15,000 leaders and hundreds of organisations across 13 countries. Through our International Hubs we are able to capitalise on best practise and cutting-edge theory and practice from around the world, bringing it back to Scotland to produce unique and innovative development programmes.

We design programmes to have impact on three distinct levels: Impact for Learners, Impact for the Organisation and Impact for Society.

Learner Impact

IDENTITY 74% of learners experience 'transformational learning' through a profound shift in their beliefs or experiences of themselves and others

THINKING 94% of learners reframe their perspectives and how they think about things

ACTIONS 94% of learners improve the way they do things and enhance their performance

Organisational Impact



FINANCIAL STABILITY
93% improve their organisation's ability to be responsive and adaptive to the market



PEOPLE & QUALITY
91% enhance staff motivation



SOCIAL & CULTURAL
86% improve the health and wellbeing of their workforce

Social Impact

Percentage of learners reporting impact in the following four areas:

ENVIRONMENTAL IMPACT

68%

SOCIAL IMPACT

85%

ECONOMIC IMPACT

75%

CULTURAL IMPACT

81%

HOW TO GET INVOLVED:

To find out how we can support your organisation with its learning and development needs, please get in touch:

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SocEntAcademy



Social Enterprise Academy

TRANSFORMATIONAL LEARNING FOR PEOPLE AND ORGANISATIONS



**SOCIAL
ENTERPRISE
ACADEMY**

Learning to change the world

SOCIAL ENTERPRISE ACADEMY

WHAT WE OFFER

Who are we?

We provide transformational learning to help people and organisations effect social change. The Social Enterprise Academy is an international social enterprise founded in Scotland and now operating in 13 countries across Africa, Asia, Australasia, North America and the UK. The Academy was originally set up to provide high quality learning and development to individuals, organisations and communities across Scotland that are helping to address Scotland's most challenging social and environmental issues. Our programmes help create environments where people can be their best selves and make their maximum positive contribution.

The Academy has worked with hundreds of third sector organisations in Scotland to support their sustainability, resilience and culture through bespoke learning and development. We support organisations that want to create healthy, happy and values driven workplaces and are looking for the type of learning and development that will help them to achieve this outcome.

To that end, we now work across the third, public and private sectors to support any organisation that wants the type of learning and development that will help them to attract high quality staff and focus on values, engagement, people development and growth. Organisations who want to build strong, resilient cultures underpinned by values through developing their leadership capacity and investing in their staff.

The programmes we deliver support the Scottish Government's ambition to achieve Inclusive economic growth, supporting organisations to deliver for their people and communities, motivated by purpose and driven by values.

Our work contributes to the UN Sustainable Development Goals.



Why work with us?

- **Behaviour change and long term impact:** We work with organisations that are investing in building long term leadership capacity amongst all staff and strengthening their internal cultures enabling them to lead, adapt and innovate in today's complex world. We focus on developing people's mind-sets, self-awareness and impact.
- **Practical and relevant:** While all our programmes are underpinned by robust theory, we focus more on the practice of leadership or entrepreneurship, providing a safe learning environment where colleagues share and work on business related issues in a participative, fun and experiential way.
- **Embedding the learning:** Our programmes focus not only on how we develop new mind-sets, behaviours and approaches but how they can be embedded to sustain the culture you desire. The Academy has put in place some key mechanisms to help the learning to "stick" and really embed in an organisation beyond the programme.
- **Ethical procurement:** You will be helping to support our mission to bring affordable and quality learning to individuals, organisations and communities that do not usually have access to high quality learning. Your investment will help to build capacity in charities, community groups and social enterprises across Scotland that are helping to address some of Scotland's most pressing and urgent problems.

SOME OF OUR CLIENTS AND PARTNERS INCLUDE:



“The Academy team have taken time to get to know us and our work. They have helped us to find the right fit of a programme which will help us grow as an organisation.”

We recognise that every organisation has unique needs - we will work in partnership with you to develop a tailored learning experience to meet your specific requirements. Our programmes focus on supporting with:



Our learning philosophy is underpinned by some key principles including Peter Senge's Systems Thinking and Learning Organisations, Kolb's Learning Cycle and an Asset-Based Approach to learning and development.

Examples of the programmes that we offer to support the development of culture, sustainability and resilience include:

- **Developing Future Leaders (Succession Planning):** This programme explores how to create an excellent pipeline of motivated people with the values, skills, experience and mind-set required to lead in our future environment.
- **Courageous Conversations:** This programme helps managers to step up to the leadership challenge of managing courageous conversations successfully. It helps people to reflect on their personal approach and draws on the neuroscience and Harvard Negotiation project.
- **Developing a Coaching Culture and Approach:** Research shows that a highly engaged and empowered workforce drives high performance. Embedding a coaching culture is key to this. This programme is aimed at organisations that want to develop a coaching culture that is seen and felt at every level.
- **Leadership and Management Development** Supporting leaders at all levels to enhance their confidence and ability to lead themselves, others and their business. The programmes support leaders to act, perform and behave more effectively. Unique to this programme is an exploration of Enterprising Leadership.

Providing learning and development expertise

Global Learning Lab

The Social Enterprise Academy, through our experienced Global Learning Lab, is supporting organisations with affordable and high quality learning and development expertise. Working in partnership with organisations, the Learning Lab bring both local and global skills and expertise to organisations to help build their internal capacity.

Accreditation & Quality Management

We are an Institute of Leadership and Management (ILM) Centre offering accredited qualifications linked to the Scottish Credit and Qualifications Framework (SCQF). Our Leadership, Enterprise and Coaching Skills programmes all offer accreditation up to ILM Level 9, and we have been assessed by the European Quality Management Framework and are recognised as Committed to Excellence.