

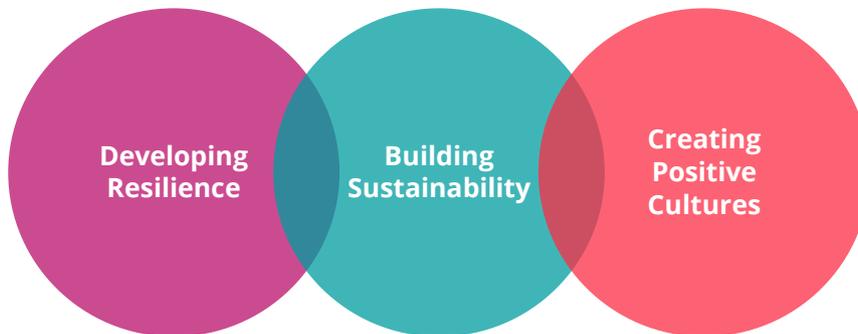


SUPPORTING YOUR ORGANISATION THROUGH THE COVID-19 CRISIS

The Academy has worked for many years with you to help develop your people as leaders, managers, innovators and coaches.

We recognise the significant difficulties many of our partners and clients are currently experiencing, from loss of services, furloughing staff, leading and managing remotely, dealing with uncertainty and, of course, the personal toll Covid-19 has on us and those close to us, as the world around us changes.

The Academy is here to help you through these uncertain times, offering the hand of friendship and our skills and experience to support your organisations to navigate the present, and forge a positive future.



Moving Through Uncertainty – Facilitating Quality Conversations

You might be familiar with the VUCA World concept (volatile, uncertain, complex and ambiguous) used by many of our facilitators which helps articulate the kind of chaotic and uncertain world we live in. **Helping people and organisations to deal positively with the VUCA World is now more important than ever.**

Speaking to partners, it seems that leaders and organisations that are constructing the right conversations and questions are in a better position to manage the current crisis. We are keen to support your staff and leaders to facilitate meaningful, generative and honest conversations about how to respond now and plan for the future.

New Opportunities for Blended Online Learning

The Academy has also experienced challenges during this crisis and adapting our programmes from in-the-room delivery to an online model has been, and continues to be, a significant and exciting learning journey for us all. The process has at times, seemed daunting but we have come through the other side, pivoting what we do and staying true to our values and high quality. We are proud to be able to continue delivering our current programmes in a way which is aligned to our key philosophies of **practical, participative and peer led learning.**

We have also developed and curated a suite of learning opportunities in response to Covid-19 for our partners and clients and each can be tailored to your unique needs. The learning will be blended between focused and facilitated online group sessions and self-led learning using the Academy's Online Learning Platform and our newly acquired online bank of learning resources, the Emerald Works **Mind Tools toolkit.** Below we have outlined the types of learning and facilitated support we can offer your organisation and would be pleased to hear from you if you feel you could benefit from this support.



EMERALD WORKS MIND TOOLS TOOLKIT

The Social Enterprise Academy has forged a partnership with Emerald Works and we are now able to offer our clients and partners access to the Mind Tools toolkit. The toolkit gives organisations access to a curated library of over 2000 videos, audio, animations, interactive self-assessments, how-to guides and top tips covering topics such as change and people management, communication, leadership and team development. The resources are available on-demand, from any device, helping people to gain essential management, leadership and personal effectiveness skills.

The Academy's new online programmes are complemented and supported by curated content from the Mind Tools toolkit. We are also eager to enable organisations to access and utilise the toolkit as a long-term investment to support learning and development and would be happy to discuss this opportunity with you. You can find information about the toolkit [here](#).

SUPPORTING SENIOR LEADERS & BOARDS

We believe working with Senior Leaders and Boards to facilitate critical discussions focusing on live issues is the key to helping organisations to navigate successfully through this crisis.

Taking time out to think, debate and generate ideas is critical in enabling senior teams and Boards to maintain strategic thinking, identify opportunities and focus on the long-term.

In consultation with you, the Academy will suggest a format, pace and focus for the sessions that suits your needs.

Key areas that these sessions could focus on include:

- **Innovation during times of crisis** - exploring the opportunities and new ideas you have and how innovation can support the organisation through this current challenge
- **Working together through crisis** - developing a shared approach to leading the organisation and people at this time, understanding how to develop positive and flexible cultures, self-managing teams and empowering individuals
- **Making sense of the current crisis**- a confidential and safe space for leaders to share their experiences and challenges. Through using key tools and concepts, teams can come to a shared understanding of how they can lead and what kind of leadership is required of them



SUPPORTING TEAMS

Getting to grips with the changes that have occurred in the last few weeks are critical to enabling teams to continue to deliver, stay healthy, motivated and ready to innovate.

Working remotely, the use of new technological tools and the context of uncertainty have all impacted how we work and what is required.

Key areas that these sessions could focus on include:

- **Developing personal resilience** – supporting staff to understand the neuroscience of how the current crisis has impacted on their resilience and how they can use simple tools and techniques to develop their resilience while taking care of their own, and each other's, wellbeing
- **Developing an enterprising mindset for the new reality** – supporting teams to make sense of the current crisis, what it means for them and how they can begin to explore the possibilities and opportunities this challenge can offer
- **Working remotely and staying connected** – supporting teams to explore how remote working has impacted them personally and their ability to communicate and undertake their duties. A key focus of this learning will be how individuals and teams can work and manage themselves effectively remotely both through developing mindsets and making the most of technology.
- **Supporting furloughed staff** – an opportunity to engage with furloughed staff and offer meaningful CPD opportunities during this period. Staff who are furloughed can also access any other learning that is rolled out to teams as CPD remains permissible.

COACHING FOR INDIVIDUALS & TEAMS

An opportunity to take time and space with an experienced coach to think about what you and your team need right now and what the crisis means for how you lead and work together.

- **Team coaching** – flexible facilitated sessions for small teams to focus on themes and topics pertinent to them. For example, understanding each other's reaction to the crisis and how to support each other, understanding and managing change, innovating a new product or service
- **1-2-1 coaching** – support for individuals who would benefit from confidential coaching support during this time