



Supporting you and your organisation with
LEARNING AND DEVELOPMENT

LEADERSHIP | ENTERPRISE | LEARNING | SOCIAL IMPACT





ABOUT US

Social Enterprise Academy is a social enterprise delivering transformational learning and development programmes for people and organisations working for social purpose.

Our vision is of a society which combines economic activity with community benefit, a society led by dynamic social entrepreneurs. Our unique approach to learning has helped thousands of social entrepreneurs and social enterprises to become stronger and more resilient, thereby increasing their social impact and their economic sustainability.

We work with a wide range of organisations affecting social change, including:

- Social enterprises
- High impact enterprises
- Fair trade companies
- Employee owned businesses
- Non-profit organisations
- Co-operatives
- Micro-enterprises
- Community organisations
- Development trusts

The Academy's programmes are eye-opening. If you have a passion to change the world, it's important to know when, what, where and how you are going to do that...

92% of learners have changed their behaviour because of their learning...

94% improved their performance...

95% reframed their perspectives...

70% felt a profound shift in their beliefs and experience of themselves and others...

79% had seen their learning lead to increased social impact

72% had seen their learning positively affect the financial success of their organisation

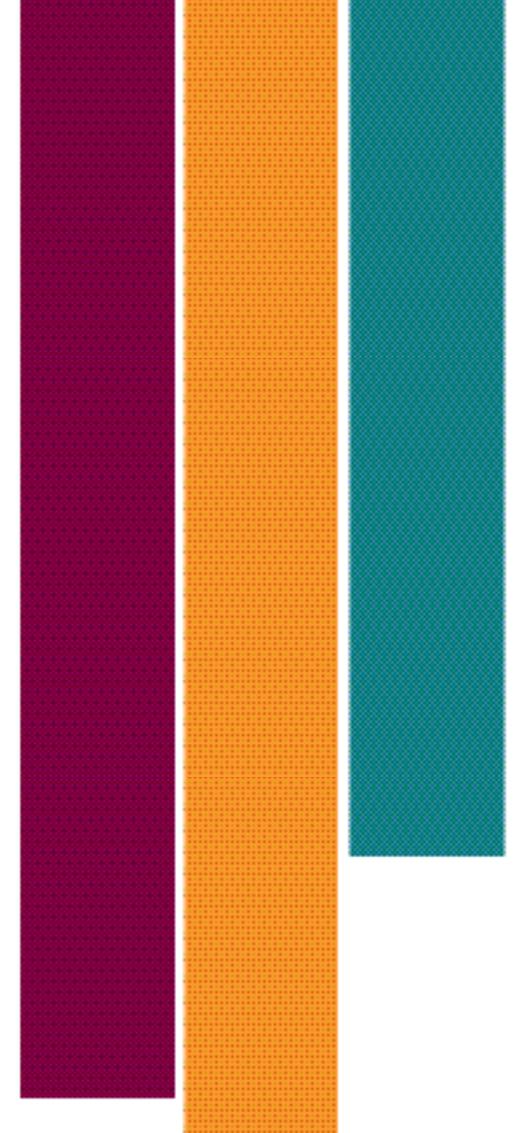
TRACK RECORD

*Statistics based on an independent impact evaluation (TERU) 2015

Social Enterprise Academy is the only specialist learning and development organisation that supports the enterprising social sector in South Africa.

Founded in 2004 within Scotland, the Academy has since worked at local, national and international levels. Over **8000 learners** and **1700 organisations** across **24,000 learning days** have shared and learned together, at all stages of personal and organisational growth.

With a successful track record in Scotland, we are sharing our experience and learning models internationally. In partnership with local organisations, we have established hubs in Australia and South Africa, and continue to deliver programmes across the world in countries such as Finland, Malaysia, China and Canada.



A man in a red and white checkered shirt and a woman in a dark blue top are sitting at a table, looking at documents. The man is on the left, and the woman is on the right. They appear to be in a meeting or a collaborative work environment. The background is a plain wall with a door handle and a window with blinds.

I can honestly say that the Academy programme I attended has been one of the most important learning journeys in my career...

ACCREDITATION

Social Enterprise Academy is an accredited Institute of Leadership and Management (ILM) Centre. A wide range of our programmes offer the opportunity for learners to gain internationally recognised qualifications from one of the largest international awarding bodies of its kind.

Assessments focus on learning from work-based situations and how you apply your learning in response to challenges you face in your role.



PROGRAMMES

Ranging from introductory to advanced level, our programmes are designed to support you and your organisation through each stage of development. Each programme is unique and responsive to the live issues and needs of learners, and focused on the sharing of knowledge, skills and dialogue of participants in the room (rather than a fixed syllabus or presentation).

We also work with clients to co-design bespoke solutions for their staff, board or volunteers, that align with their organisational objectives and outcomes.

LEADERSHIP

Supporting both you and your organisation to develop your leadership capacity and confidence at all levels. Leadership programmes help people to increase their self-awareness and gain clarity about how they want to lead themselves, their teams and their organisation.

Introduction to Leadership
Half or 1 day

'Award' in Leadership
4 or 6 days | ILM Level 5

Certificate in Leadership
10 or 12 days | ILM Level 5

Strategic & Operational Leadership
1 or 2 days

ENTERPRISE

Supporting the development of social enterprises from start up and financial development, to growth and replication. Enterprise programmes also support non-profit organisations on their journey from donor-dependency to sustainable income-generation, that will enable their social aims to be achieved in the long-term.

Understanding Social Enterprise
1 or 2 days | ILM Level 5 Award

Starting Your Social Enterprise
4 or 6 days | ILM Endorsed

Journey to Social Enterprise
6 - 10 days | ILM Endorsed

Develop Your Social Enterprise
4+ days | ILM Endorsed

Advanced Social Enterprise
2 to 6 days

LEARNING

Learning programmes enable people to support themselves and their teams through coaching, action learning, facilitation and through facilitators also learning from one another.

Action Learning
2 or 4 days

Coaching
2 or 4 days

Facilitation
2 or 4 days

Practitioner-Led Learning Exchange
4+ days | ILM Endorsed

SOCIAL IMPACT

Social Impact programmes help people and organisations understand the importance of measuring their social impact, and how to demonstrate this performance through different frameworks and/or processes.

Measuring Social Impact
1 day

Social Accounting and Audit
2+ days | ILM Endorsed

Social Return on Investment
2 days | ILM Endorsed

APPROACH TO LEARNING

Traditional learning is usually rewarded by memorising knowledge and coming up with the 'right answers'. But we use action learning.

With the facilitation of a tutor who has been chosen for their relevant experience and compatibility with the group, real life experiences are used as the basis for your learning.

You will discuss and collaborate with each other, but also take time to reflect and think. It is an energising environment that generates extremely creative and productive thinking.

Focusing on four key elements, learners experience...



Learning (...not training)

Emphasis is placed on the context of the participant, their personal development and the impact it has on them, rather than simply instructing or telling them about concepts and theories.

Tutoring and facilitation (...not teaching)

We create a learning environment where participants can bond with their peers to build on each other's experience and strengths.

Programmes (...not courses)

Courses are a fixed entity, whereas we provide programmes that are a collection of modules and experiences responsive to learners' needs.

Learning & development (...not education)

We support a process of continuous improvement within the workplace, that is practical and applied, rather than a formal education structure.

“The blend of expert tutoring, action learning, theory and shared experience is powerful stuff. The Academy is to be congratulated on creating a powerful tool for transformational learning, a safe space to share ideas, knowledge and experience.”

CONTACT US

Social Enterprise Academy
Waverly Business Park,
Building 23B, unit 13
Kotzee road, Observatory
Cape Town, 7925

Rachael Millson
021 447 2556
southafrica@socialenterprise.academy

 [SEA_SouthAfrica](#)

 [SEASouthAfrica](#)

 [Social Enterprise Academy](#)

 www.socialenterprise.academy/za

