



learning to change the world

# LEARNING AND DEVELOPMENT

Supporting social enterprises & NPOs to achieve sustainable social impact

LEADERSHIP | ENTERPRISE | LEARNING | SOCIAL IMPACT

“Tailor-made, flexible and participative learning that is inclusive rather than prescriptive. The Academy is more person-centred than any other learning organisation I’ve experienced”



## The Social Enterprise Academy delivers learning and development programmes for people and organisations working for social purpose.

Through practical, collaborative learning we help them find new ways of meeting the challenges of financial sustainability and of delivering high social impact.

### PROGRAMMES WITH IMPACT

#### LEADERSHIP

The experience on these programmes is often reported as “transformational” for individuals, their teams, organisations and social impact. By developing strengths, self-awareness and insights from others in the sector, social enterprises and NPOs develop effective leadership and an inspiring and innovative culture.

#### ENTERPRISE

These programmes support social enterprises at the start-up, growth and replication phases. Specifically for NPOs, the Journey to Social Enterprise programme help with the transition from donor-dependency to a sustainable and impactful enterprise.

Learners embark on journey from understanding social enterprise and identifying income-generating opportunities (including BEE), to business planning, change leadership, marketing and finance.

#### LEARNING

Tools such as coaching, facilitation and action learning enable people at all levels to bring out the best in each other and create a culture of growth and development.

#### SOCIAL IMPACT

The value NPOs and social enterprises create goes far beyond what can be captured in financial terms, but is often the only way used to communicate accountability. These programmes develop an understanding of the theory of change and modern measurement frameworks that help organisations prove their social value.

### PRACTICAL, COLLABORATIVE LEARNING

- Developed and facilitated by social entrepreneurs, leaders and specialists
- Enables people to build on their strengths while finding solutions and insights
- Elevates skills and confidence so that organisations are stronger and healthier
- Focuses on live situations and utilises the power of peer collaboration

### WORKING IN PARTNERSHIP

By working in partnership with NPOs, universities and CSI managers we're able to tailor programmes to local needs and situations. Recent partners include:

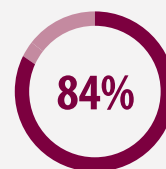
- The Bertha Centre
- Remgro
- Trialogue
- Christel House
- MAD Leadership Foundation

### INTERNATIONAL TRACK RECORD

With a 12 year track record in Scotland, and 3 years in South Africa, we have also responded to demand and supported local organisations to establish Hubs in Australia, Malaysia, China and Pakistan. We have also directly delivered learning in Malawi, Rwanda, Finland and Canada.

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## INDEPENDENT IMPACT REVIEW 2015



84% improve their organisation's **ability to be responsive and adaptive** to the market



72% positively affect the **financial success** of their organisation



85% improve the **quality of their products and/or services**

**95%**

reframe their perspectives

**94%**

enhance their performance

**70%**

experience 'transformational' learning through a profound shift in their beliefs

**98%**

would recommend our programmes to a friend



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