



# LEARNING AND DEVELOPMENT

For Individuals

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 delivering high social impact as well as financial sustainability, whatever their size, stage of development or area of work.

## PROGRAMMES WITH IMPACT

### LEADERSHIP

The experience on these programmes is often reported as “transformational” for individuals, their teams and organisations. By developing their strengths and self-awareness alongside support from their peers, learners find the space to reflect, think differently, develop new strategies and move forward.

### ENTERPRISE

These programmes support learners to embrace an entrepreneurial mindset and develop, adapt and grow sustainable enterprises. They take learners on a journey from understanding social enterprise and identifying income-generating opportunities to change leadership, market development and finance.

### LEARNING

By utilising the tools we use on programmes, such as coaching, facilitation and action learning, learners can embed new approaches and thinking in their organisations, enabling people at all levels to bring out the best in each other and create a culture of growth and development.

### SOCIAL IMPACT

The value charities and social enterprises create reaches far beyond financial terms, but this is often what is 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
- Focuses on live situations and utilises the power of peer collaboration
- Elevates skills and confidence so that organisations are stronger and healthier

## WORKING IN PARTNERSHIP

By working in partnership with networks, intermediaries and member organisations we can tailor programmes to local needs and situations. Recent partners include:

- Bertha Centre South Africa
- Scottish Government
- NHS Scotland
- British Council in Rwanda, Pakistan, Ghana, Malaysia

## WORKING IN ORGANISATIONS

Bringing programmes directly into an organisation, working with Board members, managers and staff, can enable dynamic, positive change as well as skills development. Our approach is to co-design a programme with you, tailoring our programmes and creating content to meet your needs.

## INTERNATIONAL TRACK RECORD

With a 12-year track record in Scotland and 3 years in South Africa, we are now offering our suite of custom programmes in Zambia. 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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## IMPACT REVIEW 2018



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



70% experience 'transformational' learning through a profound shift in their beliefs



95%

94% reframe their perspectives



98%

98% would recommend our programmes to a friend

