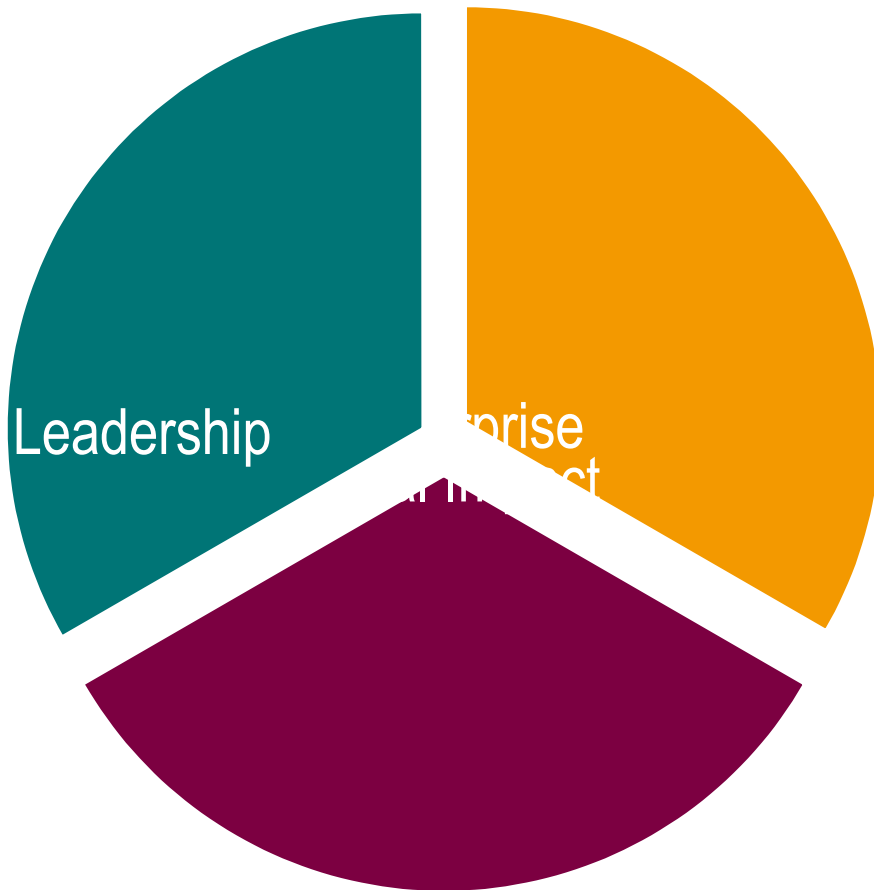





Learning & Development for Social Enterprise

Neil McLean, Chief Executive

Our learning programmes



- ▶ Practitioner-led
- ▶ Peer & action learning based
- ▶ Accredited at degree level



“Learning in a previous business programme I was shown my weaknesses. Learning with the Academy helped me to discover my strengths.”

“I started the programme as a manager and finished it as a leader.”

Social Enterprise Education in Europe

How many?

	Estimated Number	%age of all
Early Stage	5.8 Million	62%
Established	3.5 Million	38%
Total	9.2 Million	

Learners by category	Learning Needs / Style
Individual Social Entrepreneur (young)	Usually well educated, technically literate, language usually English
The Excluded – mature, unemployed, very local perspective,	Not well educated, non academic approach – community based micro
Established professional working in social sector	Mature working approach
Support organisations	Interested in policy, how best to support

Table 1: Estimated number of social Entrepreneurs in Europe by stage of development of their social venture. Source: Global Entrepreneurship Monitor (GEM) quoted by Social Value Lab, 2014

High Challenge : High Safety / Support



Logic model: What happens

The impact we have on learners

97% consistent satisfaction
& recommendation rates

96% of participants are meeting
their learning objectives



Our record

94% reported **improved skills and performance**

95% reported a **transformation in their way of thinking** about themselves and how they lead their team

70% reported a **profound shift** in belief and outlook

SOURCE:

*10 Year Impact
Evaluation*

Training & Employment
Research Unit,
University of Glasgow
2015

The impact we have on organisations

Learners linked behavioural change after attending an Academy programme to **wider organisational impact**

64%

significantly **improved communication**

59%

stated **significantly improved staff motivation**

82%

reported direct impact on **workforce health and wellbeing**

60%

stated a direct impact on their **organisation's financial stability**

Timescale of change

How quickly does learning translate into action?



SOURCE:
10 Year Impact Evaluation
Training & Employment Research Unit,
University of Glasgow 2015



leadership | enterprise | learning | social impact



@SocEntAcademy



SocEntAcademy



SocialEnterpriseAcademy



Sign up at www.socialenterprise.academy