



# THE ENGAGE FELLOWSHIP:

## An Overview

***“LEADERS GET PEOPLE MOVING”***

(The Leadership Challenge, Kouzes & Posner)





## THE PREMISE

- The Fellowship was initially designed as standing alone project.
- Open Ideo gave us the opportunity to rethink it and make it part of a broader concept that on one end is related to a grassroots activities (the Activism phase) and on the other hand linked to the Incubator.
- We wanted to base the Fellowship at a future ENGAGE Hub, a local platform that has been rethought as The IN-stitute, the Action Tank.

# STRUCTURE OF THE PRESENTATION

## Part I:

From the Economist

## Part II:

The Fellowship in a snapshot

## Part III:

Structure Description

## Part IV:

Comparative Analysis

## Part V:

Where we are

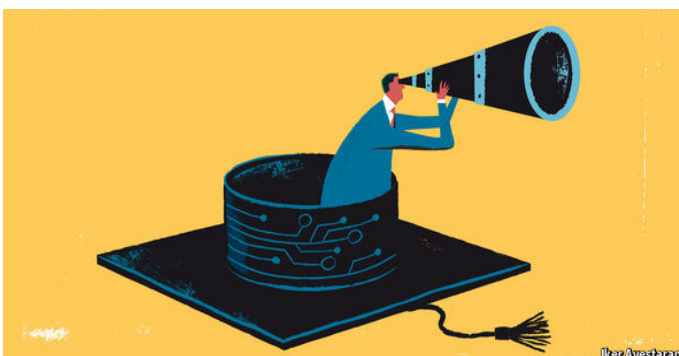
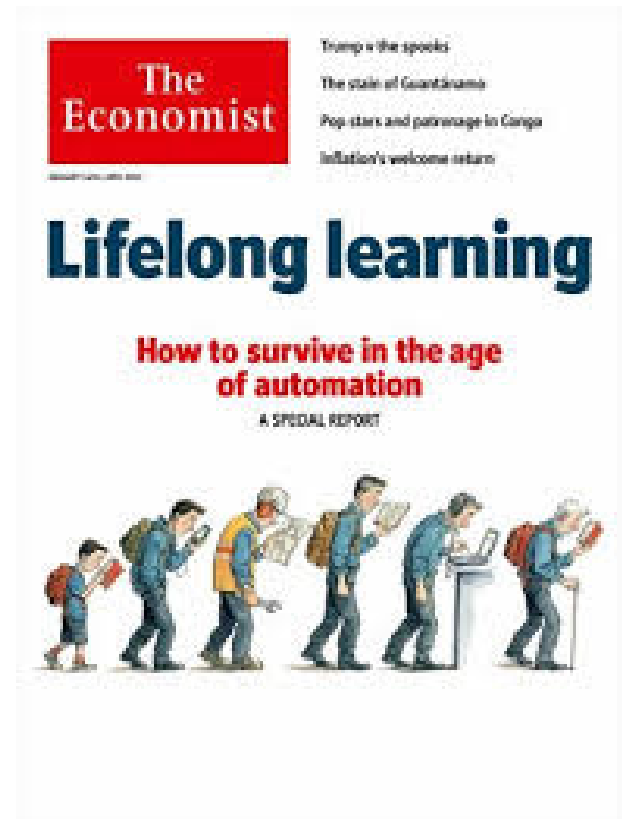
## Part VI:

What's next?

# PART I

## *From The Economist*

- “A college degree at the start of a working career does not answer the need for continuous acquisition of new skills”
- “Vocational Training has a role but training someone early to do one thing all their lives is not the answer to lifelong learning”
- “Economies need to offer training and career focused education throughout people’s working life
- Foundational skills like creativity, problem solving, empathy
- Social Skills “capacity for co-operation will become even more important”
- Ability to keep learning
- Greater Curiosity
- Breaking down the learning in micro pieces “Educational Lego”
- Growth Mindset
- “There is a need for pathways that lead individuals into jobs”



# PART II

## *The Fellowship in a snapshot*

### **Key Values**

( Accountability, Integrity...)

+

### **Key Attitudes**

(Curiosity, Resilience, Grit, Cooperation, Trust, Growth Mindset )

+

### **Cutting Edges Theories/Approaches**

**The RIGHT Know How and skills**

=

## ***THE ENGAGE FELLOWS***

#### **THE RECRUITMENT PROCESS:**

- Open
- Transparent  
(clear criteria and selection process)
- Nation Wide
- Very visible and publicized (big buzz!!!)

#### **BUILDING PARTNERSHIPS WILL BE KEY FOR:**

- Funding
- Mentors
- Media Partners
- Internship Hosting organization
- AND INVOLVEMENT OF GON

#### **THE PHASES**

**Phase 1:** Launch Pad (Setting the Goals)

**Phase 2:** The Know How Booster ( Knowledge Acquisition)

**Phase 3 :** L&T, Learning and Trying (Internship)

**Phase 4:** Sharing & Spreading (Awareness

Making & Dissemination)

**Phase 5:** On your Own (Personal Project)

**Phase 6:** A New Start (Graduation, Job Counseling, Placement, Incubation )

#### **TIMING (APPROX): 12 MONTHS**

**P 1:** Launch Pad: 2 weeks

**P 2:** The Know How Booster: 12 weeks

**P 3 :** L&T, Learning and Trying: 20 weeks

**P 4:** Sharing & Spreading: 2 weeks

**P 5:** On your Own: 8 weeks

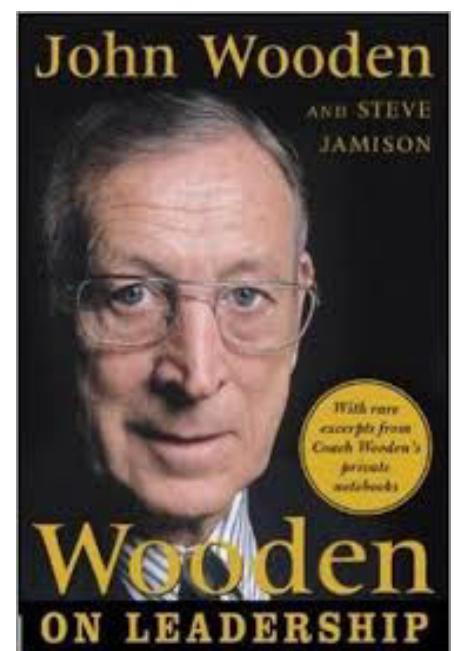
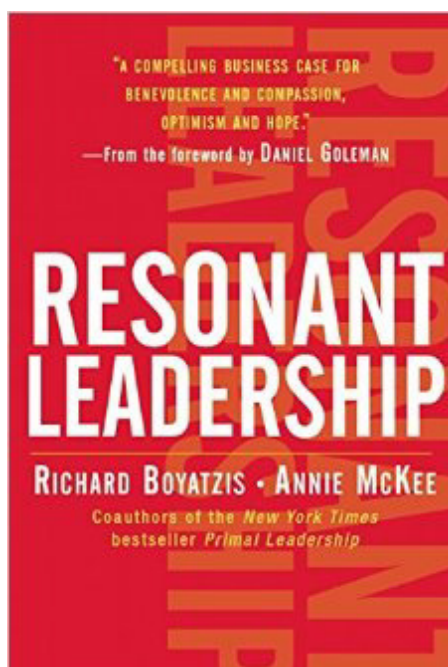
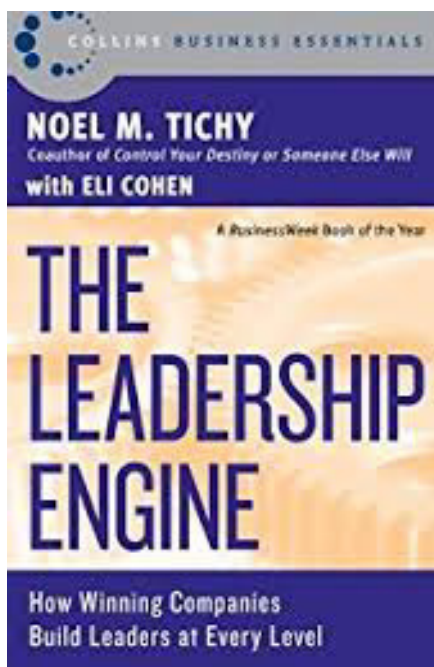
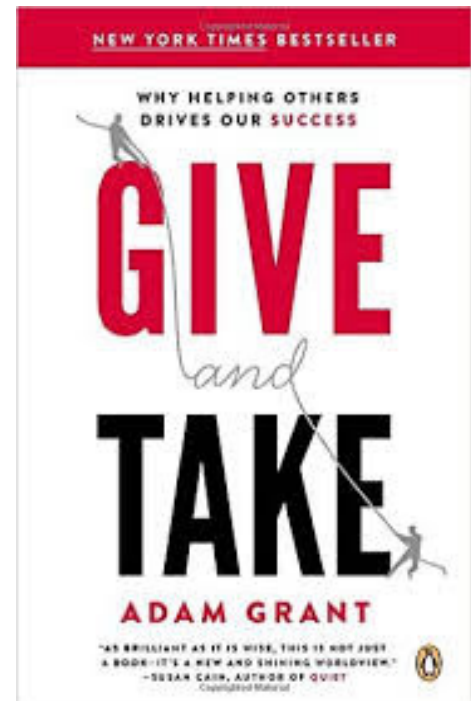
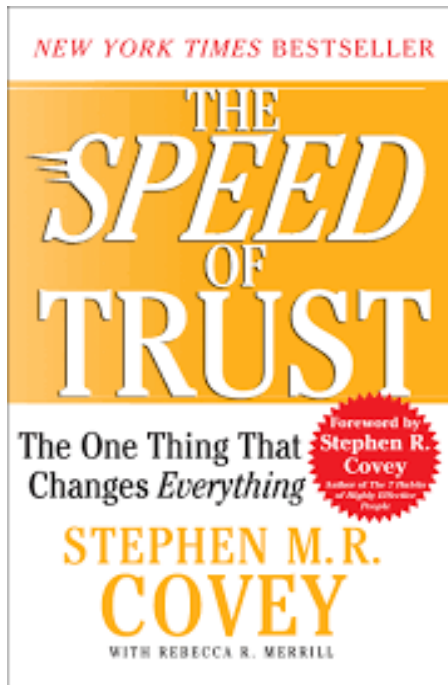
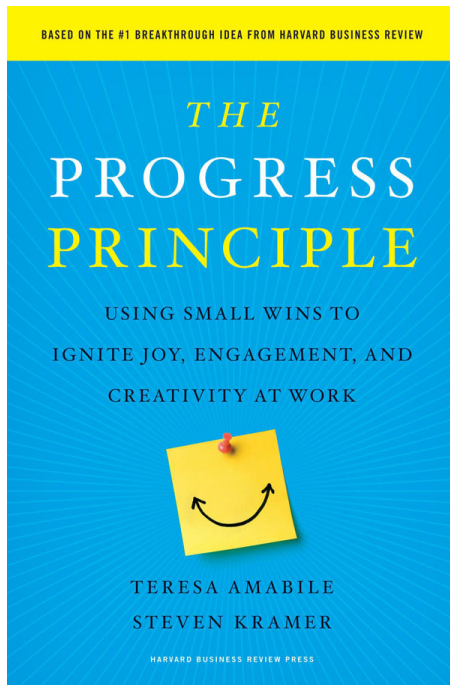
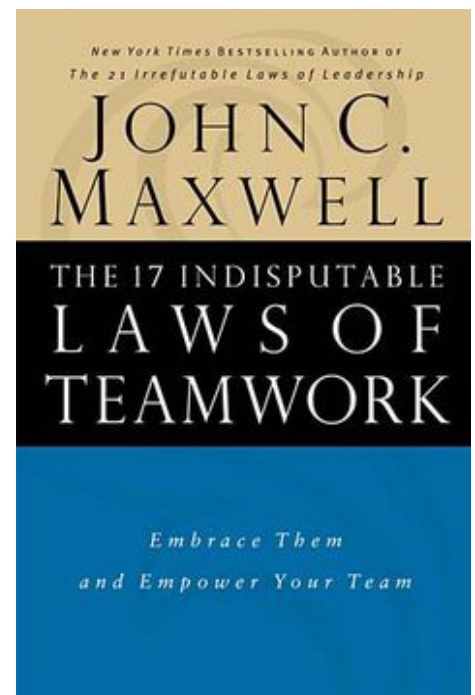
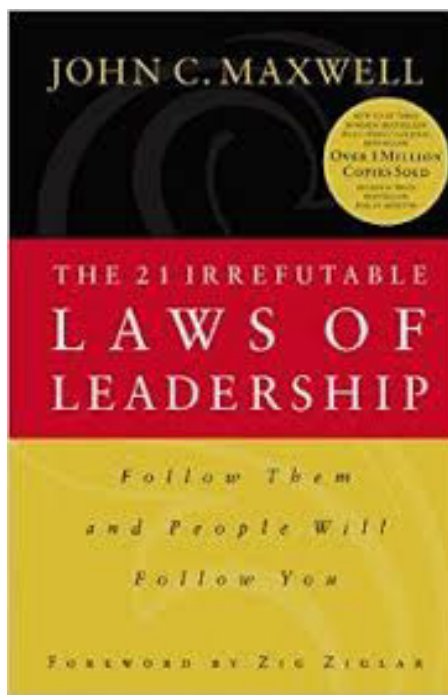
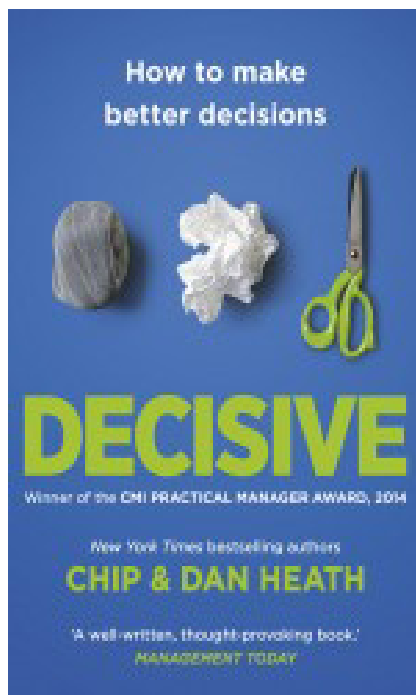
**P6 :** A New Start : 4 weeks

Leadership is not a science or a theory but a combination of behaviors, attitudes and skills. There are literally thousands of books/articles on Leadership and personal development and psychology

Some are excellent and “gamechanger”, others not at all, many are overlapping.

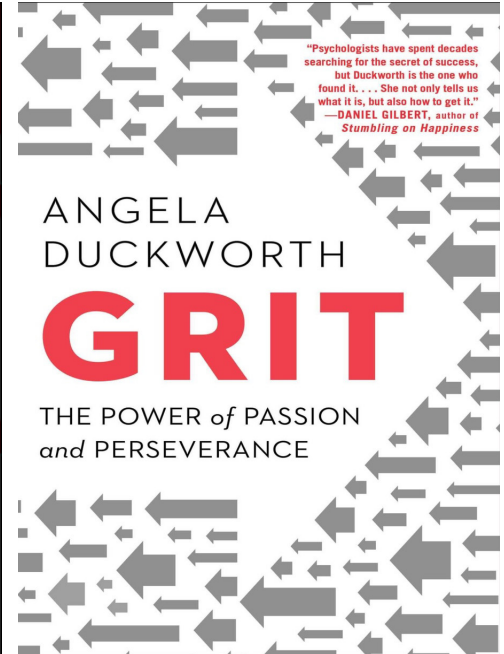
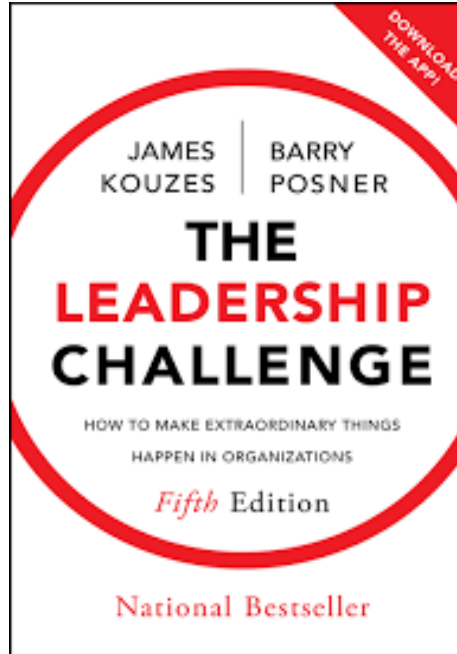
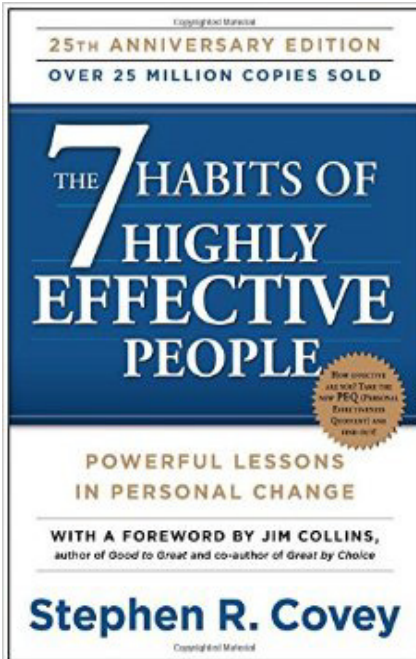
We are trying to create a curriculum, a real HODGEPODGE of best ideas and practices on leadership development and skills development.





# WARNING!!!

***We do not want the Fellows to become Professors of management or leadership studies ( unless someone of them want it) but... We want to get and apply the best ideas being used and practiced***



# PART III

## *The Structure*

### Phase 1: THE LAUNCHPAD

#### OUTCOMES:

Professional Development Plan (PDP)



P.S: A Throughout Process but nothing is built in the stone Possibility of reviewing/adjusting the goals along the Fellowship

Personalized Learning Master Plan (PLMP)



#### How to prepare the PDP and PLMP?

- Group Discussion with facilitation
- Individual Brainstorming supported by 1 to 1 Conversation with the ENGAGE Tutor
- Executive Coaching (nothing to do with mentoring! It is neutral, it is about probing and questioning)

#### Executive Coaching

Unlocking a person's potential to maximize their own performance. It is helping them to learn rather than teaching them" (Whitmore 2003)

"Coaching is about enabling individuals to make conscious decisions and empowering them to become leaders in their own lives" (Wise 2010)

### Phase 2:

#### “THE KNOW HOW BOOSTER”

- Comprehensive /Holistic
- Crosscutting issues, even out of comfort zone of the Fellow
- A mix of Structured Learning (70%) and Self • •
- Designed Learning (30%)
- Use of Case Studies on national and global issues

#### The Learning:

Why having a pre-fixed curriculum that covers

- Social development,
- Business/management,
- World history/geography
- English language
- Leadership practices and simulations
- Reading and discussing contemporary issue?

**TO PROVIDE STRONG FOUNDATIONS + TO  
CREATE COMPETITIVE ADVANTAGE**



## **Phase 3:**

### **“Learning and Trying”**

- Internship program for 4 days a week for 4 or 5 months
- The typology of “host” will be determined by the Fellow who will be proactively involved in designing and finding the placement
- The remaining day of the week will be spent at ENGAGE (review, continuous learning and personalized learning, lectures, exposure visits)

## **Phase 4:**

### **“Sharing & Spreading ”**

- Each Fellow will organize awareness programs on social inclusion
- Each Fellow will organize dissemination about her expertise in schools

## **Phase 5:**

### **“On your Own Now”**

- Each Fellow will come up with a Project Project to be only partially funded, Fellows must fundraise too..
- Each project will be presented in the Graduation Ceremony

While working on their project, Fellows will carry on with learning and studying too

## **Phase 6:**

### **“A New Start ”**

- Graduation Ceremony
- Follow up Support
- Provision of office space for a certain amount of months
- Career Counselling/ Placement
- Incubation support for most promising ideas (third component of Open Ideo)

# **PART IV**

## ***Comparative Analysis***



## **The Clore Social Leadership Programme**



- 12 months
- Coaching + Mentoring
- Action Learning Set
- 360 Review
- Secondment (only 4 weeks)
- Individual Learning Budget

## **OnPurpose**

- Complete two six month placements in organizations, working for 4.5 days per week
- Take part in half a day of training every Friday afternoon
  - Benefit from mentoring sessions every fortnight, and coaching sessions every quarter
- £22,500 stipend for your year of training and development.





- Strong Knowledge creation curriculum (Phase 1)
- Learning Flexibility and ownership is maintained
- Fellows design the internship and actively work to secure it
- Fellowship is not too long nor too short
- Coaching instrumental in the Phase 1
- Final Project where Fellow must fundraise for 50% of budget

## **PART V**

### ***Where we are***

- Brainstorming completed
- Re-conceptualization of The Hub as The IN-stitute with the activism part too
- Finalization of the framework with support of Caroline Leroy, Professional HR Expert, going on

## **PART VI**

### ***What's Next***

- Insights/Feedbacks
- Review and Improvement
- Finalize the conceptualization of The IN-stitute and better link The Fellowship with the Activism part
- Finalization of Costing/Budget



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