

TALENT DEVELOPMENT PROGRAMMES FOR BUSINESS LEADERS



Motivating, energising and developing your best people are at the top of your agenda. Our short business assignments in Africa offer a refreshingly different approach to talent management.

Skills Venture helps organisations to reward, motivate and develop their top performers through short assignments in Kenya, where employees provide business support to local entrepreneurs. They bring their experience and skills to bear by providing practical one-to-one advice, working through problems with entrepreneurs and helping them find solutions. Assignments can last for anything from one week to six months and are open to both individuals and groups. There is no better way to reward, motivate and develop your future leaders. The benefits are significant:

- **Motivation and inspiration:** Working with dynamic young entrepreneurs in Africa and helping them to build their businesses from scratch is inspirational, and rewards and motivates in equal measure.
- **Talent development:** Facing completely new challenges in a very different business environment helps to build confidence, communication and leadership skills, diversity awareness and team-working abilities, and provides exposure to developing world entrepreneurs and consumers.
- **CSR and innovation:** A progressive and respected programme acts as a key corporate social responsibility activity and reinforces your credentials as a cutting-edge, people-focused organisation.

We will develop a bespoke mentoring programme to cater to the individual needs of your organisation. Skills Venture provides a full service package for organisations, including programme design and implementation, induction training and support, and logistics in the UK and in Kenya.

To find out more about how Skills Venture can help your organisation to reward, motivate and develop your best staff, please browse our website at www.skillsventure.com. You can also contact us on 020 7871 4485 or by email on enquiries@skillsventure.com. We look forward to hearing from you.

OUR PROGRAMMES

<p style="writing-mode: vertical-rl; transform: rotate(180deg);">GROUP MENTORING</p>	<p>BOARD MENTORING</p> <p>Senior executives spend 1-2 weeks in Kenya acting as a virtual 'board' for a Kenyan company (or mentoring their counterparts on the Kenyan board)</p> <p>Skills Development Areas:</p> <ul style="list-style-type: none"> ▪ <i>Ability to work as part of a team, alongside people from different cultures and backgrounds</i> ▪ <i>Ability to overcome organisational and cultural barriers and to identify universally acceptable goals</i> ▪ <i>Ability to tolerate ambiguity and to adapt to unfamiliar challenges and surroundings</i> ▪ <i>Ability to identify clear strategic requirements and to develop a workable plan to achieve them</i> 	<p>WORKSHOP MENTORING</p> <p>A group of employees spend 1-2 weeks providing a series of workshops and drop-in mentoring sessions for large numbers of Kenyan entrepreneurs</p> <p>Skills Development Areas:</p> <ul style="list-style-type: none"> ▪ <i>Ability to work as part of a team, alongside people from different cultures and backgrounds</i> ▪ <i>Ability to clarify the exact nature of problems and identify clear and practicable solutions</i> ▪ <i>Ability to tolerate ambiguity and to adapt to unfamiliar challenges and surroundings</i> ▪ <i>Ability to divide up work among members of a team according to skill sets and availability</i>
<p style="writing-mode: vertical-rl; transform: rotate(180deg);">ONE:ONE MENTORING</p>	<p>TURNAROUND MENTORING</p> <p>A single employee spends 2-8 weeks working with a Kenyan entrepreneur who needs a concentrated period of input to help rescue the business</p> <p>Skills Development Areas:</p> <ul style="list-style-type: none"> ▪ <i>Ability to work closely with people from different cultures and backgrounds</i> ▪ <i>Ability to clarify the exact nature of problems and identify clear and practicable solutions</i> ▪ <i>Ability to exercise individual initiative and project confidence without support networks</i> ▪ <i>Ability to tolerate ambiguity and to adapt to unfamiliar challenges and surroundings</i> ▪ <i>Exposure to emerging markets and very different working practices</i> 	<p>INFORMAL MENTORING</p> <p>Employees spend 1-8 weeks providing 1:1 mentoring support to a number of Kenyan entrepreneurs, depending on time available (can be done as a group)</p> <p>Skills Development Areas:</p> <ul style="list-style-type: none"> ▪ <i>Ability to work closely with people from different cultures and backgrounds</i> ▪ <i>Ability to clarify the exact nature of problems and identify clear and practicable solutions</i> ▪ <i>Ability to work effectively and build relationships with a number of different people</i> ▪ <i>Ability to tolerate ambiguity and to adapt to unfamiliar challenges and surroundings</i> ▪ <i>Exposure to emerging markets and very different working practices</i>
	<p>ONE KENYAN COMPANY</p>	<p>MULTIPLE KENYAN COMPANIES</p>