



Supporting Yourself as a Social Entrepreneur

In partnership with



Charles Oham



General aim of the course



This course is designed to provide you with the knowledge to start and develop your own social enterprise



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Testing Learning

No formal exams will take place: learning will be measured by the following:

- A commitment to participate in discussions and group activities
- Completion of a reflective task as homework
- The development of a portfolio
- The use of a social media site to blog about your learning



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The session's learning goal

After this session you should be able to:

- Explain why it is important to set up support structures
- Analyse the concept of a learning organisation
- Identify sources of support and mentoring for your social enterprise career
- Reflect upon what you have learnt



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Qualities of Leadership

Leadership includes the ability to seek out the support you need to become a successful social entrepreneur



Leaders need a professional approach to getting things done



Leadership can be developed through learning and mentoring



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What is mentoring

- It is learning from someone who has done what the mentee (you) want to do
- It is the fastest way the learn and improve yourself
- A mentor is not only interested in your present but also in your future
- The mentor and the mentee should be friendly but should respect each other's boundaries



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Benefits of Mentoring

- Mentoring has been seen by many social entrepreneurs as a key to their success
- The mentor can easily spot pitfalls and warn the mentee
- Mentoring can lead to a social enterprise lasting longer
- Mentors pass on their learning to help others and live a more fulfilled life
- The mentor has a wealth of resources that they can open up to the social entrepreneur
- Mentors give a social entrepreneur confidence



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How to find a mentor.....

- Research
- Get recommendations
- Network
- Be humble and willing to ask



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Most mentors

- Feel humbled and honoured when someone asked them to be their mentor
- If they cannot help, will usually give you some advice and possibly refer you to another mentor
- Will go out of their way to help the mentee
- Feel fulfilled when they assist others
- Have active listening skills
- Know when to share and when to withhold to help the social entrepreneur to grow



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When to get a mentor

- When the social enterprise is new
- When you think you need a new approach to running your social enterprise
- When you want to make big decisions
- When change is happening in the organisation
- During a crisis
- Throughout your social enterprise career



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What a mentor can do

- Assist with marketing and reaching more customers
- Advise on cash flow and financial management
- Develop and communicate your strengths as a social enterprise
- Assist with networking and resourcing
- Support with new business development
- Give you a second opinion



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When a mentor change is needed

- When your agreed actions have been met or don't seem to be met
- When things are not moving in the right direction
- When there is a lack of concern
- When the mentor is not a good role model



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SOCIALISE

State clearly the key point you want to discuss

EXPLAIN THE DETAILS

Answer the questions asked honestly and to the best of your knowledge

Ask the mentor how they managed a similar situation

Listen carefully to what the mentors says

FIND SOLUTIONS

Set SMART goals and demonstrate commitment to the goals

Summarise the meeting, listing key actions to be taken



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From a mentee to a mentor

You may have to support someone fairly soon, possibly:

- A member of your management team
- A member of staff
- A volunteer



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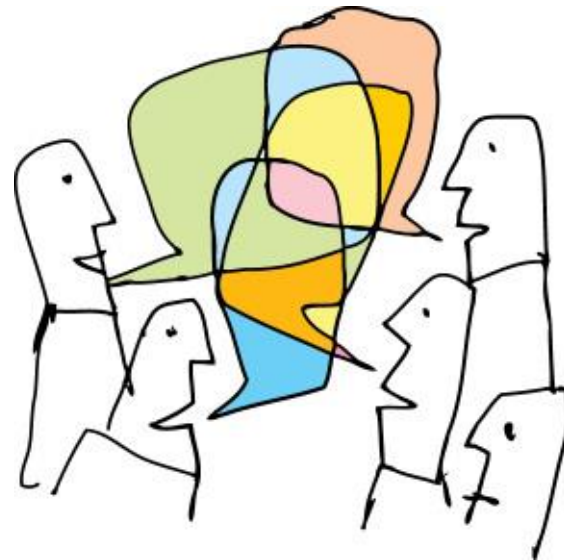
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Group work/1

In pairs please state the steps you will take to look for a mentor



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Group work/2

- In groups of three or four, list five advantages and five possible challenges in working with a mentor
- What leadership skills do you need to build a good relationship with your mentor?



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Reading for leading

It is important to become a continuous learner by reading books and online materials on business management, social enterprise and any areas that are relevant to your objectives as a social entrepreneur



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Benefits of reading/researching

- New ideas emerge
- Innovation happens
- Confidence grows
- Your team recognises your resourcefulness
- Product and service development improves



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Reflection

- Reflection is the ability to look back at what you have done and appraise your performance
- Reflection helps a social entrepreneur to improve themselves by identifying what went wrong and finding a solution
- There are several tools that a social entrepreneur can use to reflect



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Homework



Using Gibbs Reflective Cycle, reflect on the social enterprise training you have undertaken so far.



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Around the world in 30 minutes



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Conclusion

We have considered in this session:

- Mentoring as an important factor to social entrepreneurial success
- A mentoring session model
- The importance of learning through reading and research, and;
- Reflection



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Group Quiz & Prizes

Everyone is a winner!



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Useful Information....

- Livewire Business Library <http://www.shell-livewire.org/business-library>
- ACAS <http://www.acas.org.uk>



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