

# COVID-19 RESPONSE AND RECOVERY

Making learning support immediately available to Scotland's communities and organisations

## COLLABORATING TO RESPOND AND RECOVER

We are all part of an extraordinary sector that is now more important than ever before. As we navigate these uncharted waters the third sector eco-system partners, support networks, membership organisations and community groups will play a vital role in ensuring our sector remains resilient and strong. The Social Enterprise Academy is proud to be a key partner in this eco-system of support. We stand ready to play our part and help meet the current needs of the sector. We recognise that the need for the sector to connect, work together and learn, so we can move forward constructively, is even more critical at this time. Together we can help lead Scotland's organisations and communities out of one of the most challenging periods in our nation's history.

### Support for the sector

In collaboration with partners, the Academy is offering fully funded Covid-19 support. This is being offered to any organisation or community group in the third sector. In particular we will prioritise:

- Organisations or support agency whose aim is to support third sector organisations and social enterprises e.g. Third Sector Interfaces and Social Enterprise Networks
- Third sector membership organisations
- Organisations or projects that support local community groups
- Community organisations

### The role the Academy can play

The support that the Academy has put in place aims to complement the other excellent provision currently on offer. There is a strong sense that leadership and innovation is even more critical now. How our sector responds and leads Scotland will depend on our leadership capability. This is a time for Bold and Brave leadership, entrepreneurship, innovative solutions and collaborations. The Academy support aims to help our leaders and entrepreneurs to identify what they can do right now and to imagine different possibilities and options into recovery— ensuring our ability to continue serving the sector. The support will help build leadership capacity, personal connections, find solutions to the current problems, generate new ideas and opportunities and strengthen people's personal resilience. It is focused on how we collaborate, innovate and lead ourselves, our people and our organisations so we can continue to do what people that work in this sector came in to do – serve our communities and society.

### What can we bring to your members and stakeholders?

The Academy is very experienced in bringing groups together to learn with and from each other, translating their learning into action and solutions. Our facilitators, many of whom are embedded in our communities, are skilled at helping people to reflect, explore and find ways forward in the most challenging circumstances, bringing hope and action. Despite not being able to meet physically, our Learning Lab has skilled up our facilitators to facilitate in a way that stays true to our methodology of interactive, participative and peer-led dialogue and learning.

At the heart of our approach is partnership and collaboration working. We know that one size does not fit all. We therefore would like to collaborate with you to ensure that the support we are suggesting is tailored to the immediate needs of your members or stakeholders. In addition to what we have suggested, we would like to explore what other support you feel we might be able to offer at this challenging time.

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# WHAT SUPPORT CAN WE OFFER?

## Bold and Brave Dialogue Groups

**Aimed at:** Leaders and staff in a similar geographical location or operating in the same thematic sector (e.g. sport/tourism) who want to find collaborative solutions to the current challenges and look forward to how we emerge from the present and build for the future.

The groups will be an opportunity to:

- Share current experiences, good practice and approaches to how people are leading their staff and organisations through this period
- Address common issues and problems related to your area or sector finding immediate and longer term innovative solutions together
- Consider how to boldly collaborate and grasp the opportunity to do things differently into the future
- Put in place activities that will support you through to recovery and re-imagining what is possible.

## Sharing ideas Internationally

**Aimed at:** Third sector leaders who want to learn from individuals and organisations across the globe about how they are responding to and meeting particular challenges presented by Covid-19.

This will be an opportunity to share global perspectives and ideas related to a particular topic that can help to challenge our thinking and provoke innovation. It will bring sector leaders from across the world together to:

- Re-imagine what could be possible for their sector
- Identify how they might (or currently are) responding innovatively to the current situation and
- Find ways to move through the current situation to stabilisation and recovery.

## Developing Innovative Solutions

**Aimed at:** Individual organisations or community groups that want to identify innovations and solution that can help sustain them through Covid-19 and into the future.

This will be an opportunity to bring together leaders, staff and volunteers in an organisation or community group to participate in a skilfully facilitated process of generating and implementing ideas and solutions. There will be two sessions spread over a number of weeks. The aim of the sessions are to:

- Consider the assets and strengths you have as an organisation or community that can be leverage in how you respond now and
- Explore how you can pivot and innovate as an organisation to help you through to recovery and a different future.

## Coaching Support for individuals and teams

**Aimed at:** Individuals or teams who want to take some space with an experienced coach and leader to think about what they need right now and what the current crisis means for how they lead and work together.

Many individuals and teams are being challenged to work and think differently and this is an opportunity to get some coaching support to explore how you want to respond to the current situation and come to terms with what this means. It is also an opportunity to talk about some of the challenges and difficulties that might be emerging as an individual or as a team.

The team coaching aims to build the team's capacity to have coaching conversations together when the coach steps back thereby creating a sustainable process for the team.

## Peer Support Groups

**Aimed at: Staff and volunteers across the sector:** During these unprecedented times individuals are facing unique and new challenges. We are in the process of establishing peer support groups that focus on specific challenges as a result of the impact of Covid-19 including "How do we balance home and working life?" We would like to explore the other challenges your members are collectively facing that they could benefit from speaking to others about.

## Learning Programmes

The Academy has developed Covid- 19 specific programmes spread over a number of shorter modules and sessions. These include:

1. Resilient Leadership and Managing the current change
2. Leading through to a new normal – an enterprising mindset for the new reality
3. Leading Organisations Remotely
4. Place Making – creating a new community normality

These will be facilitated through a combination of live learning sessions and utilising the Academy's Online Learning Platform. The online learning sessions will feature pre-and post-programme interactive learning activities, in order to maximise the benefit of the live and interactive sessions, and will be complemented with curated resources and tools which learners can access on-demand.