

PLUS ONE

Introducing Plus One

Over 70% of non-profit leaders and employees surveyed tell us that one of the biggest challenges they face is the lack of professional development opportunities.

In addition, over 65% of this group have identified cost as their biggest constraints in developing their people. Many non-profits cannot access, afford, or justify the cost of high-quality professional development. The result is they fall behind in their ability to develop leaders and their leaders miss out on the kind of valuable development opportunities corporate employees take for granted.

Now, imagine corporates using their influence to create opportunities for non-profit leaders to participate in professional development and strategic planning sessions run by their employers. Imagine if non-profit leaders were being regularly invited to participate in the kind of strategy, planning and professional development activities that corporate employers organise for senior leaders. Imagine a simple process matching non-profit leaders with corporates willing to have them join their professional development events as either observers or active participants. Most importantly, imagine this access coming at no financial cost to the non-profit employee or employer.

That is the basic idea for Plus One: where the non-profit sector is connected to corporate training programs. Since this idea was first conceived by David Knowles and Chris Wilson of Koda Capital...

A group of like-minded corporate organisations including Westpac, Koda Capital, Atlassian, CBA, Macquarie and Minter Ellison, has successfully established a pilot program where individuals working in the non-profit sector have begun accessing corporate professional development programs and webinars with a pilot membership of 140 NFP members and 5 active corporates providing training opportunities, the Plus One initiative has so far facilitated 14 training sessions with a further 5 sessions scheduled as of 1 September. Training covers a range of topics and formats vary.



The trial is currently running on an off the shelf software platform selected by Atlassian to host the program. Members of the non-profit sector as well as participating corporates register for the Plus One trial on the platform, which also allows current corporate sponsors to advertise any internal training opportunities to which members of the non-profit sector are invited.

The trial is expected to run through to the end of this year and perhaps into early next year. An evaluation of the Plus One pilot/initiative is also underway.

Plus One in Action

An example of a professional development opportunity made possible by Plus One was a course hosted by **Commonwealth Bank of Australia**. Details of the course were as follows:

<i>Name of Course:</i>	<i>Innovation Through Design Thinking</i>
<i>Date:</i>	<i>13th June 2017</i>
<i>Venue:</i>	<i>Commonwealth Bank at Olympic Park</i>
<i>Places offered:</i>	<i>4 (all spots were taken up by NFP employees)</i>

This course offered participants the opportunity to:

- Understand the Design Thinking mindset, tools and methodologies to gather human centred insights that fuel innovation
- Apply creative (out of the box) thinking to create more meaningful solutions to end customers
- Develop rapid prototypes and blueprints to test and iterate ideas quickly
- Learn the importance of storytelling to powerfully convey your ideas and solutions
- Gain insights from Innovation coaches on the application of Design Thinking within CBA.

Feedback from the NFP participants was extremely positive, as this example shows:



“So far I’ve attended a mix of virtual, hour long and full day onsite sessions and found them extremely valuable. A great example of this was the Design Thinking training held by CBA. The practical nature of the session helped bring to life the notion of design thinking and the interaction with the CBA staff and trainer (Eddy Ku) was fantastic. I made a number of contacts on the day and have since met with Eddy on numerous occasions which has inspired me to host a design thinking workshop to

further inform my work. For more context around the traction we’ve received for this workshop, see below. Being included in this plus one event was invaluable.

Further to this, I had always heard of CBA promoting themselves as an innovative, customer centric organisation, however had my doubts that this was more external marketing than reality. I can safely say that after interacting with the CBA team, I was very impressed with the forward thinking nature of the organisation and its fun yet professional culture. This day polarised my view on CBA (for the better) which I have shared with many, and is a great positive bi-product for hosting organisations.”

For further information, or to contact the Plus One team, contact Fariel Ameen at Koda Capital by emailing fariel.ameen@kodacapital.com. Thanks!