

21st Century Capacities And Skill Development

**Boost yourself
Boost your business**



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Who are we?



Enrol Yourself is a social enterprise redesigning lifelong learning by harnessing the power of peer groups to **multiply individual and collective development.**

Our work is based on the understanding that good leaders, great organisations and engaged employees require **a different kind and quality of training** if they are to flourish in the years ahead.

Our model is the Learning Marathon, **a six month peer-led learning accelerator** designed to help employees develop:

- 21st century capacities, leadership skills and a competitive edge.
- Foresight, productivity and diverse networks - building a co-operative, creative and purposeful contribution to your core business,
- Individual wellbeing and resilience, boosting busy work lives.



More detail about the Learning Marathon can be found in our [prospectus](#).



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The future of work



“Workers at all skill levels will need to retrain with greater frequency than ever before. We think that human creativity lies at the heart of the work of the future.” – Future of work commission report

“Five years from now, over one third of skills that are considered important in today’s workforce will have changed” – World Economic Forum

57% of employees would like wellbeing to feature more significantly on their senior leaders’ agendas – Chartered Institute of Personnel and Development

Enrol Yourself won the **Our Place in the World award 2017** (a collaboration between UnLtd, Innovation RCA and Tom Shutes), associated with the independent **Future of Work commission**.

UnLtd  Award Winner


INNOVATIONRCA

Echo 

ELTiam 

collectively 

RSA
Fellowship 

 EDSPACE
Education + Innovation

SNCOOK 

 forum for
the future

 COACHBRIGHT

 moe



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Why sponsor your employee?

1. Professional effectiveness

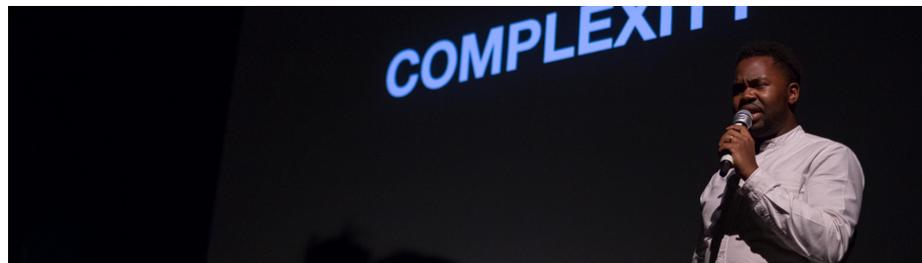
Strengthening networks, deepening purpose and boosting skills, on average participants increase their score for professional effectiveness by **38%**.

- **Develop 21st Century Skills**

Foresight, creative problem solving, collaboration, innovation, design thinking, coaching, learning how to learn – the Learning Marathon trains all participants in highly sought after 21st Century transferable skills.

- **Expand your network**

Peer-led learning builds strong and lasting relationships between members of the cohort and our wider network – a diverse multidisciplinary community.



2. Career Development

Participants feel **57%** more confident in interpersonal relationships.

- **Leadership capabilities**

Support employees to become even more effective team members by growing their leadership capabilities. We can help you to retain top talent and to boost employee-led organisational development.

- **Invest in wellbeing**

Positive staff do good business. We use the New Economics Foundation's 'five ways to wellbeing' framework to monitor participant mental health and track improvements – on average **27%** per participant.



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Why sponsor your employee?

3. Applied Innovation

Our focus is on supporting learning and development grounded in real world challenges and 'live' questions.

- **Learning by doing**

Every organisation and participant sets their own learning question in response to their live challenges and business needs. Learning is applied throughout, so your employee can bring their new insights and skills straight to work.

- **Showcase event & publication**

The Learning Marathon culminates in a public showcase event and collaborative production of a publication which documents both process and outcomes. This is a portfolio piece for your employee - and for your organisation.



4. Integrated learning

The Learning Marathon is designed to fully integrate into full time work, adding perspective not pressure.

- **Flexible learning**

Everything is designed with busy working professionals in mind. Our facilitators know how to playfully engage participants at the end of long days, our course structure provides accountability whilst leaving room for flexibility, and each group has their own online space.

- **Expert facilitators**

The Learning Marathon is led by highly experienced facilitators, fully trained in supporting participants.





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Participant stories



Laura Billings

2016 participant

From: Government Digital Service

Laura's learning question was all about community spaces. Over 6 months she trialled different approaches including opening a 'micro-hotel' for business and documented her findings in a report.

She then directly applied her learning at GDS, developing and piloting a peer learning programme that drew on her findings.



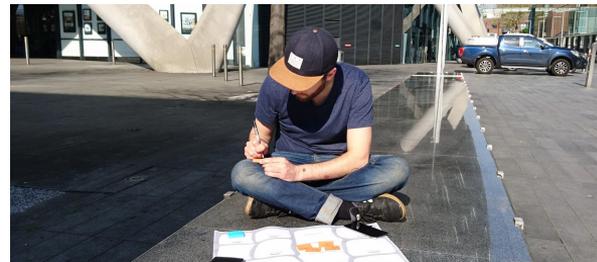
Sarah Adefehinti

2017 participant

From: Loving with the Lights On

Sarah's learning question was about further developing a sustainable business model for a new coaching service.

Drawing on the diverse skill sets and insights of her peer group, Sarah launched Loving with the Lights on in May 2017 and after a successful year has recently celebrated the service's first birthday.



Mathew Trivett

2018 participant

From: Snook

After discussions with his boss, Mat formulated a learning question on growing ventures that start as design projects. His goal is to develop specific expertise on business development that his organisation can draw on.

He is currently in phase one of the Learning Marathon, conducting an interview series with experts in this area.



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Participant testimony



“The Learning Marathon strongly influenced my professional work. I head up a team in Government. We are now piloting peer-led approaches to learning to support employees to tackle complex real-world challenges.”

- Laura Billings, 2016 participant

“Enrol Yourself has helped me feel a lot more creative. I now know my worth and can focus on excelling at what I love.”

- Fan Sissoko, 2016 participant

“I am a happier, more focused person, able to identify my strengths and face my weaknesses. My confidence has been transformed, both in terms of my professional skills and social confidence.”

- Ali Norrish, 2017 participant



1. What are 21st Century skills?

Organisations like the World Economic Forum, Nesta and Pearson have conducted rigorous research to understand which skills will be most important in 2030 and beyond. 'Human' capabilities such as creativity, problem solving and collaboration will become increasingly important as we automate more tasks. Opportunities to develop these capabilities are significantly lacking as they are trickier to measure than knowledge acquisition or hard skills. Enrol Yourself has a skills framework which helps participants outline their goals at the start of and then self-assess regularly to track progress as they go.

2. Is Enrol Yourself an accredited institution?

No. Our focus is on supporting our participants to create projects of real value that *prove* their capabilities, and networks that support them to be more professionally effective. We also support participants to measure and communicate their improved skills and capabilities.

3. Do participants receive a certificate?

Participants who successfully complete the Learning Marathon programme will be issued a Certificate of Completion a week after the programme ends.

4. Does anyone 'fail' the programme?

Participants would not receive their Certificate of Completion if they do not participate in the programme and reach the Finish Line together with their peers.

5. How much does it cost?

£1050 per employee covers all costs for the 6 month programme.

6. Can an employer partially cover the cost of an employee?

Yes: if your employee can cover the remainder of the fee.

7. What is the time commitment?

Participants receive 12 days contact time across the six month period, plus a minimum of 24 hours peer coaching, 50 hours self-directed learning, and preparation and participation in a public showcase event - total equivalent approx 5 hours per week. Contact time is planned so that it falls outside of normal working hours and the programme is designed to accommodate those in full time work. Some flexibility in support of your employee is much appreciated.

CONTACT

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