

# Entrepreneurs for Entrepreneurs

Ondernemers voor Ondernemers - OVO

## Talent4Growth



**Talent4Growth is a programme that aims to develop the interpersonal skills of high-level young talents who then become change makers creating a sustainable impact within their company.**

**Purpose at work:** young graduates and employees are more purpose driven and want to work for a company that offers the same values.

“What’s in it for...”



Companies



Increased employee engagement



Improved recruitment & retention



Corporate Social Responsibility



Employees



Talent development



Greater job satisfaction



Broadened perspective



Non-profits



Raising awareness on global issues



Impact co-creation



Improved visibility & larger network

**We tailor our Talent4Growth programme to the needs of participants.**

## Talent4Growth is led by OVO and Engage4

**OVO** strengthens sustainable entrepreneurship in Africa



- We see local entrepreneurship as an engine for increased opportunities
- We select, coach, finance, monitor African businesses and projects to help them achieve their goals
- We actively build an international network of partners, experts and organisations that share the same goal

**OVO** has developed a strong experience in training students during stays in Africa (Inspiration tours, internships, theses) and young executives who have taken the role of coach.



**Engage4** is specialised in skills-based volunteering, connecting companies and non-profit organisations to collaborate with high impact for all parties involved.

They apply a framework to optimise learning opportunities for employees, notably in terms of leadership, focus on quick and concrete actions that allow the company to build a core of internal ambassadors and communicate CSR actions immediately.

**→ We are ready to provide your young talent with our expertise in immersive experience and coaching**

## Create impact and become a changemaker

**With Talent4Growth, the participant:**

- Develops the needed social skills to become a **changemaker** in your company:
  - intercultural communication, managing diversity, empathy, listening to others, self-reflection
  - taking initiatives, coaching and leadership skills
- Creates **social and sustainable impact** by coaching Afropreneurs and at the same time improves entrepreneurial and leadership skills:
  - creativity, open mind, problem solving skills, teamwork
  - business modelling in other national contexts and sectors
- Gets out of his/her comfortzone and **connects** with local African entrepreneurs
- Creates social engagement to continue the coaching throughout his/her **career** (life learning experience)



## What does a Talent4Growth programme look like?



- ① **Assessment session** to define the skills that the participant seeks to develop - **1 hour**
- ② Developing a receptive mindset via an intercultural **workshop** - **3 hours**
- ③ **Authentic immersion** by participating in a 7 day Inspiration Tour in one of our focus countries (Uganda, Rwanda, Senegal and Benin):
  - Visits to entrepreneurs: immersion in the local business environment - **2 days**
  - Coaching of an African entrepreneur during the training given by our academic partners (Vito, Thomas More and ICHEC) - **3 days**
  - Networking events: in cooperation with local embassies, Enabel (Belgian Development Agency) and local stakeholders - **1 day**
  - Cultural immersion: visits, eco-tourism - **1 day**
- Together with a professional entrepreneurial coach from OVO, the participant contributes to fostering the growth of promising and sustainable African businesses. They analyse the businessplan and create a convincing pitch to get funding. Engage4 offers dedicated soft skill coaching coach the coach.
- ④ **Anchoring behavioral changes** via 2 debriefing sessions, reinforcing acquired skills and their application into participant’s work environment, once home - **2 hours**
- ⑤ In the long run:  
**Networking** with the 120+ business leaders and other OVO partners. Invitation to OVO-events and themed evenings such as circular economy, etc.

**The programme runs over a period of 6 months**

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