Smilentrepreneurs

LEADERSHIP DEVELOPMENT FOR NPOS AND SOCIAL ENTERPRISES

Help for the Helpers.

From good intentions to sustainable impact

8
practical modules

16
contact hours

1
real 90-day change project



WHY THIS COURSE

Good intentions are not enough

Demand keeps rising. Funding is tight and volunteers are tired. Many programmes can count the parcels delivered and the workshops run, yet struggle to show what has actually changed for the people they serve.

OUR TEST

What becomes possible for people because of the way we help?



WHO IT IS FOR

Built for the people who carry the work

NPO and NPC leaders

Founders and directors who set direction and budgets.

Programme managers

Those who design services and lead teams on the ground.

CSI and ESD teams

Funders who want investment to build lasting capacity.

Boards and volunteer leaders

Those who govern, guide and sustain community work.



Bring **one real programme** you want to improve. It becomes your project for all eight sessions.

THE COMMITMENT

Four commitments shape every session

Basic human dignity is unconditional. These four words are how we put it into practice in real programmes.

01

HONOUR

See the dignity, assets and voice people already bring.

02

EQUIP

Build capacity and real choice, not dependence.

03

SHARE

Transfer ownership step by step, safely.

04

PARTNER

Make room for people to contribute and lead.

THE JOURNEY

Eight modules. One live challenge.

Each two-hour session produces evidence that feeds your final 90-day pilot.

01 **When Helping Hurts**
From good intentions to good outcomes

02 **Dignity Before Delivery**
Start with strengths, voice and choice

03 **Understanding Response-Ability**
Assess the task, opportunity and support

04 **The Just-Right Challenge**
Stretch people without abandoning them

05 **Stop Rescuing. Start Developing.**
Change the behaviour of the helper

06 **Designing Programmes That Lead Somewhere**
Toward participant-defined outcomes

07 **Build to Last**
Governance, ownership and funding resilience

08 **Measure What Matters**
Turn learning into a 90-day experiment

HOW YOU LEARN

Every session is a working session

Two focused hours, built around your own organisation rather than theory.

00–10 MIN

Start with a real situation

A quiet reflection on what your work is changing.

10–60 MIN

Principles and a case

Key ideas tested on a fictional South African case.

70–100 MIN

Workbook tool lab

Apply a practical tool to a real programme.

100–112 MIN

Peer coaching

A partner sharpens your plan without taking over.

112–120 MIN

One real action

Leave with one experiment to run before next week.

8 sessions · **16 contact hours** · **Workbook included** · Small, interactive groups

WHAT YOU TAKE HOME

Eight tools, built on your own programme

You leave with finished first drafts you can use the very next week.

01 **FOR / WITH / BY helping audit**
When Helping Hurts

02 **Community asset and barrier map**
Dignity Before Delivery

03 **Observable-response ladder**
Understanding Response-Ability

04 **Support-to-ownership design**
The Just-Right Challenge

05 **Rescue-trigger reflection**
Stop Rescuing. Start Developing.

06 **Dignity journey map**
Designing Programmes That Lead Somewhere

07 **Organisational dependency heat map**
Build to Last

08 **Balanced evidence dashboard**
Measure What Matters

THE FINAL CHALLENGE

A real pilot, not a grand rollout

Over the course you design one 90-day change in your own organisation: small enough to learn from, safe enough to trust.

DAYS 1–30

Listen

Confirm participant voice, risks and a clear baseline.

DAYS 31–60

Test

Pilot one new decision or task that moves into other hands.

DAYS 61–90

Adapt

Review the evidence. Decide to scale, revise or stop.

Supported by **30, 60 and 90-day** learning check-ins after the course.

OUR NON-NEGOTIABLES

Development is never abandonment

- **Essential support stays in place**

  Food, medicine, safety, disability support and legal rights are never withheld to manufacture independence.

- **Power is shared safely**

  Consent, data protection and respect for people's choices run through every tool we teach.

- **Dignity is unconditional**

  No one has to earn respect by becoming productive. We never score a person's worth.



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FIRST LIVE COHORT

Become the right kind of help.

DATES	24 February to 14 April 2027
FORMAT	8 weekly sessions of 2 hours
VENUE	Kasi Hero Foundation
INVESTMENT	Pilot cohort
PLACES	12-20 leaders per cohort

Reserve your place: adam@smilentrepreneurs.com
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An independent leadership development course by Smilentrepreneurs.



SCAN TO REGISTER

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