

# Act Build Change



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## Background information

Act Build Change ([www.actbuildchange.com](http://www.actbuildchange.com)) was founded by Stephanie and Ricky Wong in January 2018. We are small team of 5 practitioners, strategists, organisers and facilitators. Stephanie is a community organiser, Paul Hamlyn Foundation Ideas and Pioneers grantee and previously worked at Citizens UK leading their youth and migration strand. Act Build Change is a community organising and leadership learning community for people who want to make change happen. 800 visitors a month take our free community organising training, share lessons and connect with others to take action in their communities. Members include people who have never taken any social action before, to small medium charities and large NGOs including Amnesty International, Oxfam and the NHS.

Offline, Act Build Change works in movement building, organising and leadership development across the Voluntary, Community, Social Enterprise and public sectors.

## The offer under Enhance

We offer bespoke training, coaching and consultancy to support charities to grow their influence locally and nationally. We develop their leadership internally as an organisation and support their volunteers to lead and deliver impact. Finally, we support charities to design cultures of care and resilience. All of our training is offered online and offline. We have extensive experience working with groups and individuals with different needs and backgrounds and build inclusive thinking environments. We have no limit on the number of referrals and will keep in good communication about our capacity. We can travel across the country and would welcome work in the North and North East (where we are based).

**Number of people from your charity to be involved** - we find that 6 is the ideal number to be involved, however we can support you successfully with fewer people. And, if there is only one person who can be involved who can be involved, we offer more of a coaching approach.

To ensure a package of support best serves the charity's needs commissioning support is done in a two stage process

### **Stage 1: Diagnostic to understand the charity's needs and development priorities 0.5 days**

In person or over zoom depending on the charity's preference. The charity will need to complete a questionnaire in advance of the call/meeting so that we can really get into the specifics of their challenges and needs. We will then build a package of support that will be co-designed and signed off by the organisation. This may include training, coaching or a mix of the two.

We can split day trainings into manageable 4 x 2-hour delivery sessions for more impactful online delivery.

## Stage 2: Bespoke package of support built from the following:

### Training:

#### A) Module 1 Influencing to make change happen: 1, 2 or 3 days depending on stage 1 diagnostic assessment

Provide strategic support to charities to develop plans and actions that raise the profile of an organisation and their issues/goals and to influence people in decision making power to act on them (e.g. local and national government, commissioners, policy-makers, funders, volunteers, public).

- What is influencing and how to influence in complex environments?
- Influence and Stakeholder Mapping
- How to have difficult/challenging conversations to influence change
- The craft of turning Maybe to Yes to grow your volunteer base
- Building an influencing plan: How to embed an influencing approach to your organisation

#### B) Module 2 How to do great facilitation online (half day)

Learn how to deliver great facilitation and training online from running effective meetings to running 300+ events. We will explore techniques to increase participation, overcome digital barriers and how to create joy in your sessions. We will use all the top tools to use to make your online practice even better.

#### C) Module 3 Digital Champion Training (half day)

We will train you up as a digital champion, looking at the common pitfalls people experience getting online, and support you to train others in getting digitally savvy and running their own successful meetings and events.

#### D) Module 4 Community Organising and Movement Building training 1, 2 or 3 day depending on stage 1 diagnostic assessment

Learn how to community organise, a grassroots method of building people power to make change happen in communities more authentically and effectively.

- What is community organising?
- The method of building movements
- How to negotiate effectively
- Influence Mapping
- 1-to-1 conversations,
- How to run good meetings, recruit community leaders and build strong teams
- Hope is not a strategy: How to build effective campaign and actions, to get the reaction you seek

#### E) Module 5 Public Narrative 1 day

- Learn how to craft individual, organisational and issue narratives to move people to act.
- Why Story? What makes a good story great?
- Mobilising Others: Story of us
- Bringing it together for a call to action: Story of now

#### F) Module 6 Self Care and Resilience Training 1 day

- Value setting and shared purpose
- Understanding self-care as a leadership principle
- How to rock the boat and stay in
- Building resilience and boundaries in our work internally and externally
- Coaching Circles to deal with challenge and leaning new habits of care
- Building a culture of care into your organisation

### **G) Coaching: Leadership Coaching in a charity context**

We provide 1-to-1 leadership coaching for CEOs, senior staff and community organisers on all the core modules above. Coaching sessions are 1-1.5 hour in length and we would normally recommend 6-10 sessions over the course of one year, the final amount will be determined in the initial diagnostic assessment.

**The diagnostic stage will also establish any additional preparatory work/time needed from Act Build Change to deliver the direct work with charities set out above.**

### **How do I know if this provider is right for my charity?**

This support is most relevant for charities who are looking to develop their ability to influence change and strengthen their internal culture. Be that through work across staff teams or coaching for those with existing experience in leading change.

The focus on training and group work means this works well where organisations know they want to influence change but are unsure about how best to involve their teams and those who use their services in this work.

The digital facilitation sessions are also useful for those looking to build participatory approaches to influencing through online organising and community building.

Charities might mention any of the following in conversation which would indicate that Act Build Change would be a good fit:

- An interest in community organising, movement building, community campaigning, working with the wider community or involving the community in influencing change
- Wanting to get more from decision makers and build external relationships but unsure how to go about this
- An interest in campaigning – but unsure about how to go about this/wanting to become more strategic/maximise their impact
- Wanting to make influencing change (more) inclusive/led by those with lived experience – wanting to bring together their influencing and service delivery work more effectively
- Charity leaders involved in change making strategies are experiencing isolation, difficulty, burn out or challenge and in need of strategies to help with resilience and care in this context
- Charity leaders are experienced in making change and would benefit from a sounding board/ specialist coaching to develop this further.

Charities wanting to influence and build participatory approaches online and looking for specialist support in facilitation and delivery in an online context.

## Input needed from you

### Stage 1: Diagnostic – 0.5 day

We ask all charities to complete a questionnaire and send this across in advance of our diagnostic conversation. This can take place in person or online.

### Stage 2: Training – 1,2 or 3 days depending on stage 1 assessment

All online trainings are split into 2 or 2.5 hour workshops. So, a half day would be 2 workshops, a one day would be 3 workshops etc. Sessions can be spread across a day, week or weeks. We would open all online sessions 20 minutes early so anyone who needed last minute online support we would be able to assist before the session.

In addition to participating in workshops groups would be expected to reflect on their learning and its application between sessions.

We can work across all popular online meeting platforms (Zoom, Google Meets and Microsoft Teams).

## Coaching

6 - 12 hours of coaching (Up to 2.25 days - first session in person and then to zoom or preferred online method)

Embedding practice/reading/reflection: 1.5 days - 6 days

For coaching we would advise 6 -10 sessions per individual over a year. Each session is one hour in length. There would be an expectation of work around 2 - 4 hours between each coaching session. This could be reading or trying to implement some of the tools brought up in the coaching session into practice or a reflection which will feed into our next session.