



wemanity

Making change your second nature

SKILLS SPONSORSHIP 2023

*An innovative approach of Wemanity's impacts for
Non-Profit Organisations*



“Introduction”

Wemanity is a unique consulting group that helps its clients become customer-centric, flexible and high-performing in a sustainable way. Our mission: **Change the working world thanks to Agile, innovation and cooperation.**

WelImpact is the ESG (also called CSR) service dedicated to drive & accelerate Wemanity’s sustainable transformation, internally & externally. It is based on 2 key values: **Solidarity & Justice** serving 3 pillars:

- **Transforming the world of work sustainably** through agile, innovation and cooperation, giving everyone the same opportunities for success: **Whether you're a large company or a small association.**
- Providing our stakeholders the **space, means and tools** to embody the change they want to see in the world
- **Transform ourselves, to better help others**, by being our own laboratory of experience on social impacts and sustainability drivers

Thus, to reach this mission, we are guiding both **NGOs** and **CSRs** and **GreenIT services** in their Agile and Digital Transformation on 3 dimensions: Technological, Organisational, and Cultural, always in a sustainable way. For NGOs, we achieve this through two means: offering services with adaptive pricing and fostering **skills sponsorship**.

This document serves as a comprehensive overview of our **skills sponsorship program**, and how it is implemented at Wemanity. We take great pride in publishing this document, as it showcases our commitment to keep on embodying the change we want to see in the world, which is of utmost importance to us.



>531 000€

donations given in skills sponsorship



>2050 days

Realised since 2019



>150 NGOs

We support

Manaëlle PERCHET, *Head of Impact* and Sustainable Development, at Wemanity:

To fulfill our vision we believe it is every leader, manager and cooperator's responsibility to engage and improve their impact for a better tomorrow: Firstly by embodying a sustainable change desirable for future generations, and secondly, by generating the sparks that make it possible around them.

Our role: Giving them the direction, the space, the means and the tools to make it happen.



“EDITO”

Becoming aware and taking the first steps

Wemanity, as a company, is legally bound to guarantee the safety, support and fulfillment of its cooperators. During the in-between contracts, Wemanity cooperators are invited to engage in skills sponsorship: Also called “intermission”, it refers to a period when he/she finds himself between two assignments. In other words, the Skills Sponsorship program mobilizes **cooperators' professional skills** during their **working hours** to undertake actions of general interest, benefiting NGOs. The company's goal is to maintain the same level of commitment and quality for skills sponsorship as for client projects, fostering collaboration, knowledge sharing, collective growth and most of all: positive social & environmental impacts.

Since its implementation in 2019, Welmpact's Skills Sponsorship program has enabled over **200 cooperators** to engage in **meaningful missions** with associations. These experiences have yielded tangible positive outcomes, including fruitful connections with the innovative associative sector, reciprocal exchange of new skills, strengthened bonds between cooperators and Wemanity, and transformative work methods for the general interest. Furthermore, Skills Sponsorship offers several advantages from the company's perspective. It allows the company to harness the expertise of highly skilled individuals who excel in their respective fields, for the greater good. These cooperators demonstrate adaptability, resilience, and determination, overcoming challenges to ensure the success of their missions. In addition to enabling cooperators to make a commitment to the general interest **during their working hours**, engaging in skills sponsorship **aligns with the company's values and commitment to sustainable development**, as cooperators share common practices and contribute to impactful projects.

For nonprofit organizations, Skills Sponsorship serves as a bridge between the private sector and public/nonprofit organizations, raising awareness and providing valuable skills and resources. It also enables eligible nonprofit organizations to access services that often exceed their budget constraints. In this regard, and because it is crucial for us to provide equal opportunities for success to everyone, Skills Sponsorship simply allows for the "donation" of skills, making our services accessible to all. Clear mission definitions maximize impact and offer a rewarding and fulfilling human experience for all parties involved.

Skills Sponsorship has been an integral part of Wemanity's values, culture, and practices since 2019. We firmly believe that it is our responsibility **to provide our cooperators with the space, resources, and tools to embody the change we wish to see in the world.** This empowers our cooperators to be active during the inter-contract period, step out of their comfort zones, and embrace challenges that encourage self-reflection. They can refine their expertise by expanding their horizons, bridging the gap between the corporate and nonprofit sectors. Through participation in Skills Sponsorship, they enhance their skills, gain recognition, support causes close to their hearts, and, most importantly, experience the excitement of discovering a new world and its unique dynamics. Through this process, they create tangible, positive impacts for organizations that often face resource constraints.



“Our commitment”

How do we address the Sustainable Development Goals (SDGs) ?



Les Greniers d'Abondance



Ethic Ocean



1Ocean



And more !

Engaging in a skill-based sponsorship mission is a priority for our cooperators during their inter-contract time.



“Sustainable and inclusive digital”

Which associations do we work with in this field?

The logo for Sistech, featuring the word "Sistech" in a stylized, handwritten font with a color gradient from purple to blue.

Since 2017, Sistech has been supporting the professional empowerment of refugee women in the tech and digital fields in France, Italy, and Greece!

The logo for Eden School, consisting of a stylized 'E' made of three horizontal bars and the text "EDEN SCHOOL" in a clean, sans-serif font.

The first and only web developer training school for students in 9th grade, 10th grade, or those who have dropped out of school.

The logo for Konexio, featuring the word "konexio" in a bold, lowercase sans-serif font, enclosed in curly braces.

Konexio has been working with various partners for a long time to combat digital illiteracy.

The logo for Simplon.co, with the word "SIMPLON" in a bold, uppercase sans-serif font and ".CO" below it. The letter 'O' in "SIMPLON" contains a red exclamation mark.

As a social and solidarity enterprise, Simplon.co uses digital technology as a means of inclusion by discovering different talents and supporting the digital transformation of organizations.



Latitudes

The main objective of Latitudes is to reduce the digital divide and promote equitable access to digital opportunities for all, especially marginalized and disadvantaged individuals.



Some Examples

Non exhaustive approach of our supports



A-B-C OF AGILE

Agile Awareness: What is Agile and what are Agile Methods ?
Framing mission: What are my needs in skills sponsorship
Organisational assessment: Where are we? What are the strong and pain points of my organisation?
What are the 12 enemies of adaptability ?
Lean Management: an agile framework to smooth my processes
Coaching, mentoring: individual relationship with an expert to grow in my role



TEAMWORK MAKES DREAMS WORK

How to give and receive Feedback?
Training on Non Violent Communication
How to deal with conflict Management?
Facilitation: how to have productive meetings
Facilitation of challenging meetings, workshops, team buildings...
The Tolteques Agreements: How to apply them daily for a successful team?



NEW WAY OF MANAGING A PROJECT

Responsibility ? How to take it, how to honor it
PO, Coach, SM, which roles & responsibilities for my project?
Design Thinking: how to ideate and come to an conclusion
The use of a roadmap for managing my project
User stories, DOR/DOD, the rules to gain clarity in a project
Collective intelligence & ideation workshops
Impact mapping: assess a topic and create impact together
Meet expectations and reach success thanks to Agile



IT & DATA

Assessment of our IT tools
Support in designing a new website/application
Support in developing a new website/application
AI: what can Chatgpt (and others) do for my organisation?
DataScience: Best practices in Database management
API & Architecture



TECHNICAL TRAINING

Graphical Facilitation
UX & UI discovery
No Code & Low Code
User stories
GreenIT & ecoconception



Testimonials

They made it!

4,7/5

Of Cooperators' satisfaction

4,9/5

Of NGOs satisfaction

"I loved helping an association and discovering their challenges, issues, motivations, and values. For me, it was like discovering a whole new world"

Matthieu, PO, in mission at Réseau Môm'artre

Discover the sponsorship skill with our community builder for the Sistech NGO



"Thank you for your time and sharing your expertise with the Sistech Fellows"

Sistech

"Amel guided us on a field we wouldn't have explored without the expertise of an external professional Agilist in IA. She has been deeply attentive to our vision, problems and has been really autonomous in her mission to make us grow and trained for future challenges. We learnt a lot on adapted plug and play tools!"

Entourage

Our cooperator Amel Mhamdi, IA Expert, worked with **Entourage**, an association that develops pedagogical content in order to fight against precariousness and to remove the obstacles that prevent people from approaching the homeless people.

"Thank you so much Wemanity Group! What a commitment to us and our learners. An opportunity for us."

Konexio

"It's never easy to go through interviews for the first time when you're transitioning into a new career! With my partner from Simplon, we were able to advise and assist candidates in identifying the strengths of their background to highlight in their upcoming interviews. It was a fantastic exchange experience.

I highly recommend these sponsorship or volunteering missions!"

Lorene, in mission at Simplon



They trust us

share it. []

SINGA

La fabrique
de l'emploi.
Métropole Européenne de Lille

 Par Le Monde

 vendredi

 Air Liquide

 Adileos
Facilitateur social



LIRE
POUR EN
SORTIR
La réinsertion par la lecture

 ExplorJob

French  Baroudeur

 SPORTÉKI

ekiwork.
FORMATION

 Solinum

cap'devant!



ingénieure & technicienne
 demain

WKF
Wake up Café, libérer les talents

Télémaque



 ACTIV'ACTION

samusocial de Paris

SPORT
DANS LA VILLE
Du Sport à l'Emploi

CITÉS
CARITAS
Réseau Caritas France

 Ethic Ocean

 1Ocean

 SEA CLEANERS

 SURFRIDER
FOUNDATION.



 PLAN
INTERNATIONAL

 asmae
ASBL

 care®

IMAGINE  Margo
Children without CANCER

 SFM
CLICHY
LABORATOIRE



 ares



They trust us

green IT.fr

EDEN SCHOOL

latitudes
exploring tech
for good.

{konexio}
Autonomie et solidarité par
l'apprentissage numérique

SIMPLON
.CO

TECHFUGÉES

open FOOD facts



ASSOCIATION
TOUS SEMBLABLES TOUS DIFFÉRENTS

La fabrique
de l'emploi.
Métropole Européenne de Lille

Mollow

WILD LEGAL

HandsAway



hup
entrepreneurs

ZUPDECO

Les Greniers
d'Abondance

ZUPDECO



Ethics For Animals

FORCEFEMMES

sistech

altruwe
dire we à l'altruisme

LES HALLES
DE LA TRANSITION

LES PAPILLONS
DE JOUR
Agence de Communication // Entreprise Magique

LA FRESQUE
DU CL!MAT
Vous avez toutes les cartes en main



Association
EmerGa





wemanship

Contact the Welmpact team:

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