



# Exclusive Learning Partner

Turning rapid growth into sustainable success



The data is in...

*...Investing in your personnel is more critical than ever.*

# A Need for Engagement

*Everyone knows **employee engagement** is valuable,  
but few know how much.*

- **85%** employees globally are not engaged at work
- **21%** higher profitability of organizations in the top quartile of engagement
- **70%** of the variance in team engagement is due to how effective managers are

2019 Gallup Study



**And that was before COVID19.**



# The Pandemic Effect

Per World Economic Forum in 2021:

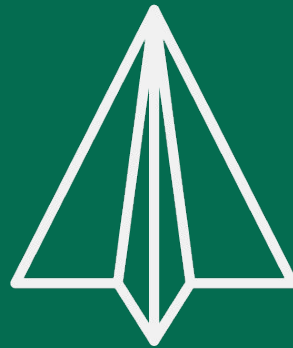
- Over 50% of working professionals reported:
  - increased anxiety around job security
  - feeling displaced and isolated due to changes in work routines
  - difficulty achieving work-life balance
- 2.5\$ trillion is the annual global cost of mental ill-health due to lost productivity, absences, and staff turnover

Experts are calling this period “*The Great Resignation*”, with 40% of working professionals reconsidering their current employment.



**It's clear that things have changed. It's time for us to change too.**

**Amani Institute is here to help.**



*"Great organizations don't hire skilled people and motivate them, they hire already motivated people and inspire them." - Simon Sinek*

# What We Do



## SERVING THE PURPOSE ECONOMY

- Educational Open Session and Public Events
- Knowledge Products (articles, videos, social media)



## BUILDING CAPACITY OF ORGANIZATIONS

- Customized Capacity-Building programs: NGOs, universities, foundations, companies
- Leadership for Growth (East Africa, South Asia, Brazil)



## DEVELOPING CHANGEMAKERS

- Social Innovation Management
- Impact and Leadership Catalyst
- Formação em Impacto Social (Brazil)
- Executive Skills Courses

# How We Do It

**DESIGN.** We tailor-make experiences to your specific needs

**CONTENT.** We thoughtfully curate content through our expertise and research

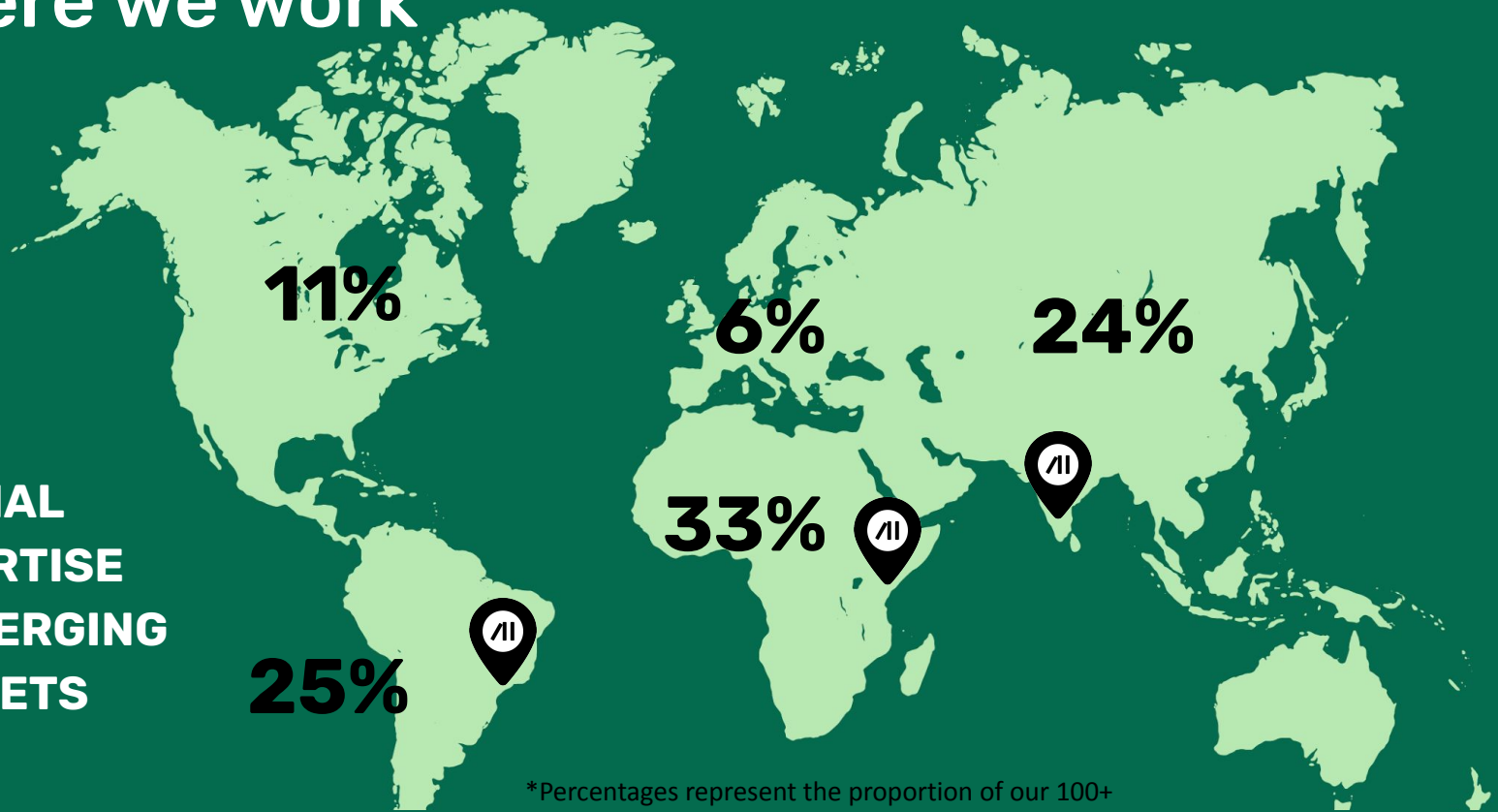
**FACILITATION.** We have a team that expertly facilitates learning for you and your team

**COACHING.** Our trained in-house coaches support the overall leadership journey of participants



# Where we work

**SPECIAL  
EXPERTISE  
IN EMERGING  
MARKETS**



\*Percentages represent the proportion of our 100+ engagements globally.

# Our Experience

- Since 2012, Amani Institute has supported Multinational Companies & Small Businesses, NGOs & Networks, Accelerators & Incubators all over the world.
- Our unique training methodology combines practical application, reflective learning, and global cross-pollination to build effective teams.
- From leadership and innovation, to critical thinking and problem solving, to handling clients and managing remote teams, we've covered a lot of ground with our clients so far.

**160+** Projects

**115** Organizations

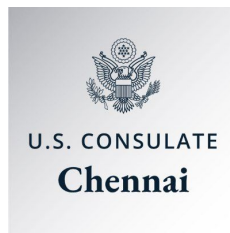
**25** Countries

**10,000+**  
Participants

# Our 115+ clients include



ASPEN NETWORK  
OF DEVELOPMENT  
ENTREPRENEURS  
aspen institute



Prince Claus Fund for  
Culture and Development



# Case Histories



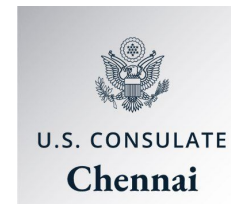
## Asia

From 2016, we've run an **"Impact@Scale" accelerator program to nurture and scale promising projects** within Oxfam's teams. The program's success resulted in replicating the initiatives for multiple years across East Africa & Asia involving senior Oxfam managers and directors, helped projects in more than 20 countries across Africa and Asia.



## India

In 2020, Amani Institute **designed and facilitated The Rockefeller Foundation's first ever meeting of all their partner organizations** (grantees) in India. The objective of the 4-day, fully online conference was to enable cross-sectoral collaborations between the 40 attending partners who represent sectors such as energy, data and technology, mass entrepreneurship, food, and resilient cities.



## India

In partnership with ANDE and the US Consulate General, Chennai, we **created a 6-month program to empower and connect 40 Indian Women Social Entrepreneurs to form a network (WISEN)**. The results of the program were collated into this [publication](#) and the network continues to grow with the help of our support.

# Case Histories



## Jordan and Sudan

We worked with UNICEF Jordan to **develop a social innovation curriculum** to inspire vulnerable populations globally. In 2018, we helped UNICEF customize it for Sudanese youth. For both projects we created participant handbooks, facilitator guides, and conducted “train the trainer” workshops.



## India

In 2018 we facilitated a 2-day **needs assessment session** with the senior leadership of CRY, one of India’s largest children’s advocacy NGOs, to create a 2-year L&D action plan for the organization. This led to a year-long **leadership program** with 60+ of their senior managers across India.



## India

Since 2018, we have **run the leadership curriculum for Upaya Social Ventures’ accelerator program** in India for early stage entrepreneurs who are raising capital. We help them develop skills to lead themselves and their teams in the 21st century.

*And we're happy to report that they  
seem to like us.*

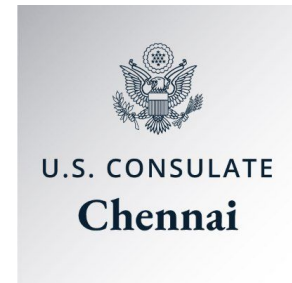


*“Amani Institute's unique orientation and perspective to facilitating conversations is exemplary – scientific yet easily understandable, and most importantly, fun for those attending.”*

– Deepali Khanna, Managing Director, Asia Regional Office at The Rockefeller Foundation

*“We could not have asked for a better grantee than Amani Institute to make WISEN (Women in Indian Social Entrepreneurship Network) a reality.”*

– Ratna Mukherjee, Sr. Public Engagement Specialist, US Consulate General, Chennai



*"We keep inviting Amani Institute to train our Fellows because we consistently find they are better than anyone else."*

- Shriya Sethi, Director, International Innovation Corps, University of Chicago

*"One of the key drivers that helps an organization prepare for its future is to have competent next-gen leaders. I enrolled myself into the program along with one of my direct reportees, & I can already see that we are able to employ the frameworks, tools, and tips we learnt to the day-to-day situations at work."*

- Tamilmurugan, Director - Quality, Zifo R&D Solutions





# We've felt recognized

- Winner of the **2019 Argidius-ANDE Talent Challenge**, 1 million Euro grant to scale our Leadership for Growth program in East Africa, India, and Brazil
- Winner of the **2017 Ashoka U - Cordes Innovation Award** for our Social Innovation Management program
- Featured on Stanford Social Innovation Review, Fast Company, Forbes, CNBC Africa, Vanity Fair
- Repeat Clients include UNICEF, Oxfam, WWF, Care, Young African Leadership Initiative (YALI), International Innovation Corps, Upaya Social Ventures



# Our Methodology

## Co-creation

After a thorough training needs analysis, we design the right interventions that deliver the results that matter most to you.

## Leadership Across Levels

Any program we design creates value for the organization AND the individual. It isn't an either/or.

## Fun & Engaging Environment

Our commitment to lifelong learning is followed closely by our obsession with making our programs fun and engaging – especially in the current virtual context.

## Emerging Markets Perspective

While bringing eye-opening insights from emerging markets, our faculty are also experienced impact practitioners who bring practical examples to every single training.

## Real-World Application

Because learning only creates value when applied, any effective training requires practice and reflection. We focus on experiential methods, to make sure the learning sticks.

# Skills We Develop\*

\* These are for reference only. We offer many other types of training as well.

## ● LEADERSHIP

- Leading Purpose-Driven Teams
- Adaptive Leadership
- Managing Polarities
- Intrapreneurship
- Building Effective Habits
- Leading Self

## ● MANAGEMENT

- Stakeholder Management
- Systems Thinking
- Business Model Canvas
- Organization and Culture Design
- Strategies to Scale

## ● COMMUNICATION

- Public Speaking & Effective Presentations
- Storytelling as a Leadership Skill
- Conflict Management
- Effective Negotiation
- Giving & Receiving Feedback

## ● INNOVATION

- The Practice of Social Innovation
- Human-Centered Design
- Learning from Nature
- Creative Mindsets
- Designing for Impact

**In this deck, we showcased our past work and let the data do the talking.**

**It's your turn. How would you like to future-proof your organization?**



# Get in touch.

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