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

11% 6% 24%
25% 33%

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

Our Experience

- 160+ Projects
- 115 Organizations
- 25 Countries
- 10,000+ Participants
Our 115+ clients include
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
- 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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