



**WIAL GIVES BACK**  
SUPPORTING GLOBAL RECOVERY

# WIAL Gives Back – Supporting Global Recovery

## What is the WIAL Gives Back initiative?

The World Institute for Action Learning (WIAL) believes that Action Learning is a powerful way for teams to solve problems with no known solutions. At the same time, Action Learning helps to develop individuals, teams and organizations, and to create a better world. Since 2015, WIAL Action Learning coaches all over the world have coached many beneficiary organizations through Action Learning under the [WIAL Better World Fund](#).

And now more than ever, WIAL believes that our world needs collaboration and creativity to solve the myriad of problems that organizations are confronted with as a result of the COVID-19 pandemic. Besides getting complex problems solved, WIAL Action Learning methodology also accelerates the learning of individuals, teams and organizations.

For the 12 months from May 2020 until April 2021, WIAL invites its Action Learning coaches around the world to offer their Action Learning coaching services pro bono to beneficiary organizations in need of help.

WIAL would like to invite applications from organizations, large and small, which believe that WIAL's Action Learning methodology can help them emerge from the current crisis stronger and more resilient.

## How does it work?

Organizations can indicate their interest to be a beneficiary of the WIAL Gives Back initiative by submitting their application through the [online Beneficiary Organization Application Form](#).

Organizations and WIAL Action Learning coaches will be matched based on language, complexity of challenge, and duration of the project.

The Action Learning sessions will be delivered virtually using videoconferencing tools.

For more specific questions, check out the FAQ below. If you have questions that are not answered in the FAQ, contact [wialgivesback@wial.org](mailto:wialgivesback@wial.org).

## Who can apply?

WIAL strongly believes that Action Learning can help any organization in these difficult times of recovery from the COVID-19 pandemic. We do not exclude any type of organization from applying. All applications will be reviewed in good faith by the WIAL Gives Back Steering Committee and our aim is to support as many organizations as possible.

Priority will be given to the following types of organizations:

- Non-Profit Organizations
- Non-Governmental Organizations
- Voluntary Welfare Organizations
- Charities
- Community-based associations and clubs that support small businesses

The decision of the steering committee will be final and communicated to each applicant. We do not accept any appeal from organizations.

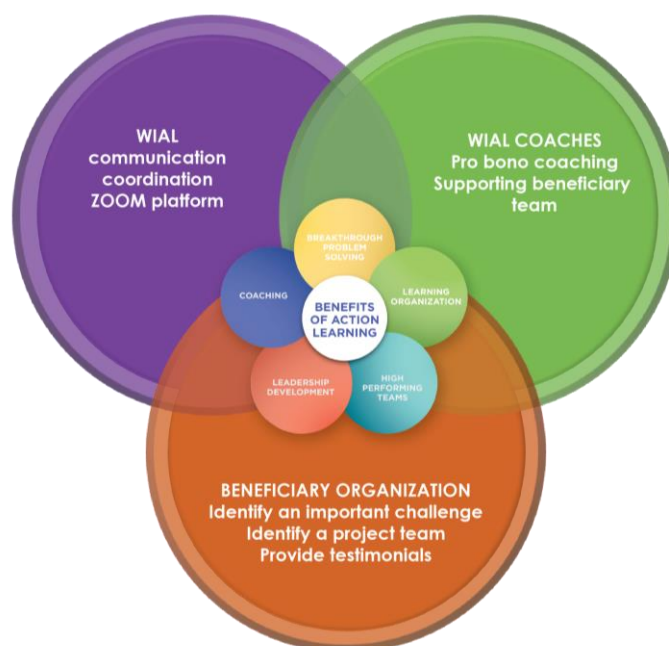
## When does it start?

Applications are now open for beneficiary organizations. The matching between organizations and WIAL coaches takes place on an ongoing basis. Once your organization submits the online application, WIAL Gives Back Steering Committee will first review your application and inform you on our decision and the next steps within 14 days.

## What's the catch?

There is no catch. WIAL coaches volunteer their time and professional coaching services free of charge to help beneficiary organization overcome challenges in this difficult time. Our coaches will work with your organization's team in a number of sessions to find innovative solutions for the challenge, and help the team members learn at the same time.

At the end of the project, WIAL requires the beneficiary organizations to provide testimonials about the benefits and impact of Action Learning. These testimonials can be in written form accompanied by photographs and/or video recordings. WIAL will communicate these testimonials through our communication channels including, but not limited to, social media channels both during and at the conclusion of each project.





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# FAQ for Beneficiary Organizations

### **Sounds like an interesting initiative. But what is Action Learning?**

Simply put, Action Learning is a proven methodology to help organizations solve complex problems with the help of a team in your organization. The WIAL Action Learning coach supports a team from your organization through a number of sessions. Your team will identify the root cause and develop actions that lead to breakthrough solutions for the problem your organization is facing. In addition, the Action Learning process helps the individuals in the team and the team as a whole to learn and develop themselves. More information on [www.wial.org](http://www.wial.org) or on [WIAL's Youtube channel](#).

### **What's in it for me?**

WIAL Action Learning is a very simple yet powerful methodology. With the help of an Action Learning coach, your organization will be able to leverage on the collective wisdom of your team to first explore, in a new and original way, the problem your organization is facing as a result of the current crisis. From there, they will gradually move towards defining what the real problem is all about before identifying actions to address the problem at its root.

In addition to solving the problem at hand, Action Learning is a very efficient way of developing individuals and teams. Through the process and with the interventions of the Action Learning coach, the team members will reflect on what they are learning about the challenge, about themselves, about their peers and about the organization. They will identify the actions they can take to become better leaders in your organization. They will learn to ask better questions, listen better, build on others' ideas, appreciate diversity and give and receive feedback. Action Learning is a way to develop both the individuals in the team as well as the team as a whole so that the everyone will perform at a higher level the next time.

### **What is the time commitment?**

An Action Learning session typically takes 90 to 180 minutes. Depending on the complexity of the challenge, multiple sessions may be needed to work with your team on a specific challenge. The scheduling depends on the time constraints of the team members and the Action Learning coach, but typically sessions are 2 to 3 weeks apart as team members are expected to execute agreed action plans in between sessions.

### **What is expected from a beneficiary organization?**

As a beneficiary organization, once your application is reviewed and approved by the WIAL Gives Back Steering Committee, you will need to ...

- Appoint a Project Champion who will be the single point-of-contact with WIAL



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- Identify an important, urgent and complex challenge
- Set up a meeting with your WIAL Action Learning Coach who will guide you in crafting the problem statement and selecting team members
- Assemble a diversified team of between 4 to 8 members from your organization. Team members can be based in different countries as long as they have access to videoconferencing.
- Arrange for the first Action Learning session

## And what else?

In recognition of the pro bono contribution by the WIAL Action Learning coaches around the world, WIAL will communicate about this initiative through its different communication channels (website, newsletter, Facebook, LinkedIn, Twitter).

WIAL therefore requires that the beneficiary organization actively contributes to the creation of testimonial material (video, photographs, text) and agrees that WIAL communicates about the project and the beneficiary.

In addition, WIAL expects that the beneficiary organization also communicates through its own channels and within its own network about the benefits that the Action Learning project delivered.

## Where does the coach come from?

WIAL invites our Action Learning coaches around the world to sign up to offer their pro bono professional coaching services. WIAL will take care to match coach and organization taking into account language, complexity of the challenge, time zone and duration of the project.

## Can my organization apply for more than 1 project?

Yes! There is a text box on the application form where you can explain the kind of challenges your organization is facing. Depending on the complexity, this may lead to more than one project. Each project will have one dedicated WIAL Action Learning coach assigned.

## My organization will sign up. I know of another that could be interested. What can I do?

WIAL is looking forward to receiving many applications from organizations that could benefit from using Action Learning to solve complex challenges and learn at the same time. If you know of another candidate organization, kindly share this link and [the sign-up form](#) with them!

## I'm in! What should I do next?

Submit your application through the [online Beneficiary Organization Application Form](#). WIAL Gives Back Steering Committee will review all applications and reply you within 14 days. If your application is successful, WIAL will match your needs with available Action Learning coaches.