



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. We can only do this with your help.

WIAL would 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.

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 organisations:



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- Non-Profit Organisations
- Non-Governmental Organisations
- Voluntary Welfare Organisations
- 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, the 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 coaches

What does pro bono coaching mean?

Pro bono coaching means you are offering your time and coaching service as an Action Learning coach free of charge. You will not receive payment from WIAL or the Beneficiary Organization.

What's in it for me?

Participating as a coach in the WIAL Gives Back initiative will allow you to build up your Action Learning coaching experience and help you grow as an Action Learning coach. You can use your pro bono coaching hours to fulfill one of the criteria for your WIAL coach certification renewal. Your coaching hours can also count towards reaching higher WIAL coach levels (PALC, SALC, MALC).

In addition, you will be contributing to the global recovery from Covid-19 pandemic in a meaningful way by helping a beneficiary organization find better solutions to the challenges they are facing in these difficult times. And you will most likely make some new friends!

I am a coach-in-training, not even certified yet. Is this for me?

Definitely! WIAL believes that there is no learning without action and no action without learning. You will receive the mentorship and support from an experienced coach to help you develop your Action Learning



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coaching skills and work with the beneficiary organization. You can use your experience as pro bono coach to write up your Action Learning project to submit with your CALC application.

I am certified but I don't really have a lot of experience yet. Is this for me?

Definitely again! WIAL always believes that there is no learning without action and no action without learning. You will receive the mentorship and support from an experienced coach to help you develop your Action Learning coaching skill and work with the beneficiary organization.

I am not familiar with Virtual Action Learning using videoconferencing tool. Is this for me?

Definitely once more! WIAL always believes that there is no learning without action and no action without learning. We will be organizing webinars with coaches experienced in Virtual Action Learning to help you get up to speed.

I know an organization that is interested to receive pro bono coaching. What should I do?

Feel free to share information about this initiative with organizations in your network that might be interested. They can apply as beneficiary organization and WIAL will review each application and match beneficiary organizations with pro bono coaches. You can share the FAQ for beneficiaries with your contacts and ask them to apply through the [online Beneficiary Organization Application Form](#).

I have in fact already started to support an organization with pro bono coaching. What should I do?

Great! WIAL fully encourages pro bono coaching and the [WIAL Better World Fund](#) has been supporting such initiatives since 2015. In this special year of global recovery from Covid-19 pandemic, we first of all applaud your contribution. Then, we also recommend that you suggest to your beneficiary organization to use [the online registration](#) form to confirm the project that has already started. This will allow WIAL to have a complete overview of all pro bono Action Learning support that is happening around the world, and to communicate around each and every initiative!

What kind of organization will I be matched with?

This is part of the excitement of this program. WIAL will match the coaches with the beneficiary organizations that apply for support. This will take into account language, coach experience, opportunities for new learning, project duration and time zone. You will get to know a team and an organization you most likely didn't know yet. That in itself is part of the great learning experience through this program.

I'm in! What should I do next?

Submit your application as pro bono coach through the [online Coach Application Form](#). WIAL will review all pro bono applications and match with the needs expressed by the beneficiary organization as soon as possible.