

SINA Scholar Experience Map



PERSONAL & PURPOSE DEVELOPMENT

PROFESSIONAL DEVELOPMENT

SOCIAL ENTERPRISE DEVELOPMENT

ENTERPRISE ACCELERATION

GRADUATION

CONFUSION STAGE

EMERGING STAGE

CONCENTRATION STAGE

LINKING STAGE

MASTERY STAGE

ACTIVITIES

- Identifying and selecting disadvantaged youth and refugees to become "scholars"
- Unlearning
- Overcoming limiting beliefs
- (Personal) purpose discovery
- Purpose alignment
- Nonviolent Communication
- Goal-setting
- Life-coaching
- Personal reflection
- Mindset shift

- Creating own curriculum through Holacracy and taking over responsibilities & roles in freeresponsible self-organization
- Hand-on and experiential learning
- Identifying challenges and solutions in the community
- Design Thinking and understanding a problem deeply with empathy
- Weekly progress presentations

- Testing social enterprise ideas and teams in intense one week bootcamps
- Learning from failure and trying again
- Validating assumptions and discovering customers
- Social business training
- Receiving mentorship to put ideas into implementation and attain revenue of at least 150 USD

- Two intense week-long bootcamps per cohort of 8 - 12 social enterprises
- Continuous mentorship and support
- Financial modeling training and business plan development
- Setup of accounting software
- Support in business registrations and bank account opening

- Continuous improvements and lifelong learning
- Engaging as mentors for new scholars
- Possibility of SINA social enterprises to be invested in through the SINA Purpose Pool to scale their impact further (implemented through the SINA spin-off "relevant impact innovation")

TIMELINE

2 - 3 months

6 months

1 - 2 months

2 - 6 months

Lifelong

IMPLEMENTED BY

SINA Communities

SINA Communities

SINA Communities & SINA Global

SINA Global

Entire SINA Community Ecosystem

OUTCOME

Scholars have found a new sense of purpose in life with goals on how to energize the purpose and understood that a difficult past does not have to define their future

Improved entrepreneurial, financial, and leadership skills, as well as independence, self-confidence, and agency, enable refugees to engage in meaningful work aligned with their values

Formalized social enterprises with a problem-solution-fit

Social enterprises are registered, have a product-market fit, strong accounting as well as a finance, business and growth plan. They are investment-ready.

Reversed the role of disadvantaged youth from passive aid recipients to active drivers of their own futures

Transformed education and development into regenerative systems where communities are self-reliant and thrive

SCHOLARS WHO DO NOT PROCEED TO THE NEXT STAGE

Scholars earn a "Certificate in Applied Social Innovation" and typically find employment aligned to their new found purpose and values

Higher personal well-being and tripling of personal income (compared to control group who never took part) to sustain themselves and their families through employment because gained mindset, skills and experiences are attractive to any employer

Resume in Emerging Stage, continue to take up roles and responsibilities to gain missing skills and experience and try again and again in Concentration Stage, learning from failures and learning the process of entrepreneurship

Graduating from SINA with a financially self-sustainable social enterprise with a strong network and having created jobs for others as well

www.socialinnovationacademy.org