


SINA Scholar Experience Map

 relevant=	PERSONAL & PURPOSE DEVELOPMENT	PROFESSIONAL DEVELOPMENT	SOCIAL ENTERPRISE DEVELOPMENT	ENTERPRISE ACCELERATION	INVESTMENT READINESS	ENTERPRISE FINANCE
	CONFUSION STAGE	EMERGING STAGE	CONCENTRATION STAGE	LINKING STAGE	MASTERY STAGE	REGENERATION STAGE
ACTIVITIES	<ul style="list-style-type: none"> 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 	<ul style="list-style-type: none"> Creating own curriculum through Holacracy and taking over responsibilities & roles in freeresponsible self-organisation Hand-on and experiential learning Identifying challenges and solutions in the community Design Thinking and understanding a problem deeply with empathy Weekly progress presentations 	<ul style="list-style-type: none"> 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 	<ul style="list-style-type: none"> 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 	<ul style="list-style-type: none"> Continuous improvements Pipeline sourcing Opportunity screening Business diagnostics Investment readiness Financial management support 	<ul style="list-style-type: none"> Lifelong learning Financing SINA social enterprises through patient capital in a revolving fund through the SINA Purpose Pool Deal structuring and contracting Business development support Portfolio management Collection of repayments Impact measurement
TIMELINE	3 months	6 months	2 months	5 months	3 months	3 - 8 years
IMPLEMENTED BY	SINA Communities	SINA Communities	SINA Communities & SINA Global	SINA Global	SINA Global & <u>relevant</u>	<u>relevant</u>
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	Social enterprises have knowledge and documentation to scale their businesses and raise capital	Social enterprises grow significantly and pay back allowing other businesses to access finance for growth through the revolving fund
SCHOLARS WHO DO NOT PROCEED TO THE NEXT STAGE	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, able to pitch with a strong network and having achieved self-employment and often employing up to 4 other individuals	Have an investment case to apply for different finance sources and enterprises with a deep understanding of their finances and strong accounting	