

10Eighty's Partnership with **ethicalangel**

Experiential learning opportunities to
the right people at the right time

Why Ethical Angel?

Our partnership with Ethical Angel will provide an experiential and alternative way for coachees to embed learning from their coaching programme. Programme participants identify skills they want to develop, and then practise those skills helping good causes.

As part of our programmes, participants will be assigned to a real business issue to solve. Alternatively, as part of developing learning agility, participants are assigned to a not for profit organisation with the mandate to improve their performance, and make a difference.

How does it work?

Ethical Angel allows users to source engaging learning projects that don't just change behaviour, they change the world. They provide fully scoped-out, real-life projects, with measurable results and quantitative and qualitative feedback from each project is captured and shared to evidence learning and development.

10Eighty chief executive Michael Moran says:

"The most frequent criticism levelled at learning and development initiatives is that they fail to embed the learning in the business. Our partnership with Ethical Angel enables learners to take what they have learnt and apply it in an environment that is unfamiliar but worthwhile. Ethical Angel arranges for the learner to work with a good cause, making a real difference while developing their learning agility. Today, more than at any other time, learning agility, being able to respond rapidly to fast-changing business conditions, is a key skill."

PepsiCo Case Study

PepsiCo came to Ethical Angel with a key challenge. To deliver soft (power) skills training to a cohort of their managers to improve their coaching and feedback abilities in a way that broke the mould of their existing learning and development programme which is traditionally more theoretical and classroom based. This training needed to break away from their more traditional model of theoretical learning to overcome a number of key challenges.

Challenge 1

PepsiCo needed the training to reflect real life as much as possible.

Challenge 2

PepsiCo wanted the training to be done with external partners.

Challenge 3

Finally, a key challenge that PepsiCo's L&D team face when trying to deliver training to managers is how time poor they are.

Solution

Once the challenges were fully understood, the Ethical Angel team worked closely with PepsiCo's L&D team to ensure they were able to use the Ethical Angel platform to source experiential learning projects. This allowed the Ethical Angel team to fully scope out the project, ensuring that there was a framework that facilitated learning for PepsiCo's managers and gave measurable results.

Outcomes

Thanks to the Ethical Angel learning experiences that PepsiCo's managers took part in, PepsiCo's L&D team were able to provide gains to their managers' ability to both develop talent and collaborate. This was clearly demonstrated in a post training survey that found 100% of managers that took part agreed or strongly agreed with the statement "this challenge has enabled me to practise and develop skills that will enable me to be more effective in my role". The results of the pre/post self-report that was completed by all the managers that took part in the training also showed the significant power of experiential learning for improving leadership skills, as shown on the talent development and collaboration charts.

[Read the full case study here](#)

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