

## **Partners In Leadership for Community Organisations(PILCOMM )**

**Development Aim;** Mentoring skills, skills application, communication skills, analysis and problem solving, Influencing skills and building good relationships as well as enhancing professional skills (such as HR, IT, Finance, etc) and improving commercial awareness.

PILCOMM offers business managers and professionals a mentoring programme with a difference. Volunteers are matched to a peer level leader from a social enterprise. Participants not only make a direct and substantial impact to the social and/or environment sector but also experience new ways of doing business, and a new perspective on their own roles. It's an opportunity to apply and develop skills in a new and interesting environment, while also gaining a broader awareness of the wider economy, society, and our nations issues.

### **What is Social Enterprise?**

Social enterprise is a way of doing business, the most commonly used definition is "... social enterprises are businesses with primarily social objectives whose surpluses are principally reinvested for that purpose in the business or in the community, rather than being driven by the need to maximise profit for shareholders or owners" (DTI, 2002). A well known example of a social enterprise is The Big Issue Magazine.

Characteristics of social enterprises:

- Social, community or environmental purpose.
- Delivery of social purpose mainly through trading, whether through direct sales to the public or under contract to public or private organisation.
- Strive to be profit-making, but this is primarily invested in the business or the community, not distributed to shareholders.

### **How the Programme works**

Following a short interview to assess the volunteer's skills and aspirations, we will find an appropriate match and an initial first meeting is brokered. We will attend the first meeting to facilitate and assist with setting objectives. Volunteers are asked to commit for 12 months, one meeting every 4 to 6 weeks, many go on to do longer than this / more regularly depending on their availability and their employers policy.

Longer term placements or secondments for individuals or teams are also available.

### **Feedback from participants**

"Taking part in the programme has allowed me to develop a real understanding of part of the economy I new very little about. As well as the chance to give something back it has been a great opportunity to apply myself in a totally new and challenging environment, it gives me a new perspective. It is also inspirational to see hard working people striving to improve their communities in this way, being a part of that is motivational for me too" Head of Accounting, National Australia Group.