

Impact Champions for International Development

Leveraging the skills, expertise and passion of virtual pro bono employees for community development and societal impact

What is Impact Champions?

Through a collaboration with the United States Agency for International Development (USAID), PYXERA Global is proud to offer the Impact Champions program. This virtual initiative will enable your employees to align their passion and purpose with strategic opportunities to make social impact from anywhere they have a digital device.

Impact Champions was originally created by IMPACT2030 with the belief that when companies join forces and use the skills, expertise, and creativity of their people as a force for good, they can change the world. Developed with the goal to increase private sector engagement in international development, IMPACT2030 has transferred the management of the program to PYXERA Global.

Employees participating in Impact Champions will collaborate with other corporate professionals from across a broad range of industries. Together, in virtual teams, they will work to apply their business, technology and operational skills to help selected partner organizations in emerging markets to build capacity and enhance operational performance. By introducing new perspectives and improved and updated business practices, the teams will have a transformative impact on a variety of issue area including gender equality and environmental sustainability.

Projects could include a focus on strategic planning, financial management and accounting, operations and logistics, human resources, supply chain management, information technology, or marketing and communications. Participating employees will contribute between 5-8 hours a week of virtual pro bono expertise over a 12-week period.

Why participate?

The Impact Champions program is funded through a USAID Cooperative Agreement with PYXERA Global, which covers the costs associated with the projects' scoping, development, management and impact measurement. Participating companies will contribute minimal funding of \$1,000 USD per employee to cover pre-assignment orientation, assignment preparation, and administrative costs.

This opportunity will provide your employees with unmatched leadership development experiences including:

- providing understanding the challenges and opportunities of working with organizations in emerging markets;
- gaining appreciation for cross-cultural and industry learnings;
- strengthening key aspects of their business acumen;
- enhancing their communication and listening skills; and,
- expanding their breadth of view of operating across business cultures.

As a participating company, you will be able to:

- offer your employees a unique multi-cultural leadership development experience without requiring them to undertake an international assignment;
- gain insights into emerging markets for potential long-term investment;
- develop and strengthen your brand and license to operate in new markets; and,
- strengthen your ability to attract, develop and retain top talent.

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Frequently Asked Questions

What is the time commitment?

Approximately 10-15 virtual pro bono consultants from multiple industries will participate in the virtual project assignments over **12 weeks**, depending on scope. The participants dedicate an average of **5–8 hours per week** to a project, participating in conference calls with their team and partner organization representatives, and working on key components of the project.

What are the projects?

The teams will collaborate on projects that are designed to advance community development and societal impact in sub-Saharan Africa; introduce improved and updated business practices across a broad range of functions; and leave behind new perspectives and recommendations to enhance operational performance.

What are the skills needed?

Impact Champions participants bring a variety of skills and expertise to the project—including strategy and planning, operations and logistics, supply chain management, marketing and branding, human resources, organizational development, information technology, and to finance and accounting.

What is the per participant cost?

The Impact Champions program is funded through a USAID Cooperative Agreement with PYXERA Global, covering program scoping, development, management and impact measurement costs, with participating companies only providing minimal funding of **\$1,000 USD per participating employee** to cover the orientation, assignment preparation and administrative costs.

Learn more about Impact Champions by scanning the QR code with your phone's camera



What is the timing of the project?

In tandem with the project being developed, scopes of work defined, and necessary skillsets determined, PYXERA Global will work with companies to identify highly skilled employees best equipped to undertake the assignment. To allow for the recruitment and scheduling phase and pre-assignment planning and training, it is anticipated the first cohort of virtual consultants will commence their assignment on March 21, 2022, with virtual orientation and advance planning taking place in early early-March 2022.

Corporate commitments and employee participants will be **confirmed by February 11** for the Winter 2022 program team.

What will the project schedule look like?

Generally, the program will start with the participants holding conference calls with the benefitting organization's leadership and key personnel to provide greater context for their scopes of work. Once the project as well as roles and responsibilities are clearly defined, there will be weekly check-ins between the participants and at least bi-weekly video calls with the host organization.

What preparation do employees receive in advance?

PYXERA Global will provide the selected employee participants with comprehensive pre-deployment training designed to prepare them to deliver their pro bono services in contextually and culturally appropriate ways. This includes cultural training; geographic orientation; extensive information on the benefitting organization; and an introduction to scopes of work and assignment objectives.

What is IMPACT2030?

IMPACT2030 was created to unite companies through collective action and harness the skills and creativity of their employees to advance the Sustainable Development Goals.