

The Luceo Solutions NPO Accelerator Programme

The NPO Accelerator Programme is a comprehensive programme covering ALL aspects of what it takes to run a successful Non-Profit.

A holistic solution where all elements work together as a complementary whole, Luceo Solutions helps participants avoid the headache of conflicting advice from multiple consultants or having to navigate disparate schools of thought.

Select a delivery method that's right for you:

The accelerator programme consists of 24 modules, grouped under 6 themes (see next page for an overview). Design your enrolment by making 2 choices:

Choice 1: 1:1 or in a group

Organizations can opt for exclusive access to Luceo consultants or whether to be part of a group. The benefit of exclusive engagements is that Luceo can help the organisation to apply the content to their specific situation & evaluate specific samples and plans, while working in a group allows for peer discussion & learning.

- Exclusive enrolment R6000 per month per organization (R6000 for the org)
- Group of 3 orgs R2500 per month per organization (R7500 for the group)
- Group of 4 orgs R2000 per month per organization (R8000 for the group)

Choice 2: Full programme or modular

Organizations can commit to the full course from the start or ask to focus on specific topics that are of interest to them / their group. Given the connectedness of the content, selecting a single topic would typically entail 4-6 sessions at the monthly rate (specific duration depends on what topics were done in the past).

Popular topics include:

- Fundraising
- S18A
- Disciplinary processes
- Recruitment
- Governance
- Financial control
- Performance mgt
- POPI
- IT architecture design

Additional Add-ons available

In addition to the course content, many organisations request assistance from Luceo to help with bespoke items. For South African non-profits, these are done on a consultancy rate of R750 per hour. Popular requests include:

- Designing & liaising with technical suppliers to implement a new CRM eg Salesforce.com
- Designing solution map of an org's Theory of Change
- Helping the org to change their accounting software (eg implementing Xero)
- Designing and implementing a new website & other marketing collateral.
- Assisting with restructuring & project design
- Advising on legal structures for tax / BBBEE
- SWOT analysis & reframing / re-envisioning
- Remuneration / payscale review
- Designing and delivering business courses eg "how to run a business for rural entrepreneurs in SA"
- Mapping business processes in visual flow diagrams so staff can be onboarded faster
- BBBEE review & advice

Overview of the NPO Accelerator course

Theme	Typical topics included:
IDENTITY	Vision & Values Mission vs BHAG vs Org Ambitions vs SWOT Client analysis
SERVICE DELIVERY	Theory of Change, hypothesis, stages of change etc. Indicators, record keeping practices, information systems How to become a learning, data driven learning org
GOVERNANCE & FINANCIAL MGT	Board recruitment, development & performance management Healthy financial control processes & Statutory compliance Automated management accounts & S18A processes
HR & VOLUNTEER MANAGEMENT	Effective recruitment & disciplinary processes Performance management Volunteer strategies & management Measuring & Improving Org culture
MARKETING & FUNDRAISING	Supporter persona's & supporter analysis Income diversification strategy Marketing strategy & annual communication plan Marketing collateral & Corporate identity guidelines Designing public campaigns
SUSTAINING GROWTH	An organizational exit strategy Organizational Growth Plan (roadmap) Project Initiation Documents (PIDs)

How does it work practically?

Best results are achieved by organizations that invest 4 hours a week to work on the content.

Week 1 complete pre-reading & homework to prepare for the workshop

Week 2 workshop with Luceo

Week 3 & 4 complete adoption of workshop learnings / dissemination to rest of team

Testimonies:

"I would recommend the services of Luceo Solutions to anyone who is serious about improving their profitability or impact they want to make in the world."

Ilse Maartins (Branch Manager, MES Cape Town)

"Luceo's extensive experience in the not for profit sector and their insight has been invaluable for us to map our strategy forward in a more conscious way as well as define our services. They have also been very clear when defining our working scope and are very effective at managing the relationship. The Luceo team is attentive, responsive and knowledgeable. Working with them is a pleasure."

Sol Luca de Tena (Acting CEO, Zenzeleni NPC)

About Luceo

The Luceo team draws on more than 24 years of business experience, including:

- 7 years of project management experience in London's financial sector
- 15 years of non-profit leadership including 9 years of social enterprise operations.
- 11 years of technology consulting to the SA non-profit sector (150+ successful projects completed)

Contact Luceo Solutions by emailing info@luceo.co.za or visit www.luceo.co.za