



2024 Annual Report

# SAP Social Sabbatical Portfolio

Prepared in partnership by:



PYXERA Global





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# Letter from Portfolio Management



## SAP Corporate Social Responsibility

Hemang Desai, Global Head of Corporate Social Responsibility

As I reflect on the past year of the SAP Social Sabbatical program, it's hard not to feel an overwhelming sense of pride and purpose. In its 13th year, the program continues to be a beacon of what SAP stands for: empowering our best to bring out the best—in themselves, in our customers, and in communities worldwide.

The Social Sabbatical is more than just a pro bono consulting initiative; it is a catalyst for change, innovation, and growth. Through their four-week assignments with impact-driven organizations, our employees dive into some of the world's most pressing challenges. Unlike traditional businesses, our impact business host clients reinvest most of their profits back into their social and/or environmental focused mission, putting people and planet first above profits and driving long-term sustainable impact. Working alongside the passionate leaders of these organizations, our employees leverage their expertise to co-create real solutions, building capacity and continuing the work of sustainable innovation within the organizations they support.

But the transformation doesn't stop there. It extends back to SAP, fueling our employees with fresh perspectives, broadened leadership horizons, and renewed energy to make the world run better. This program represents the convergence of purpose and strategy, delivering lasting, measurable value to all involved. It's proof that when we step outside our comfort zones, when business meets community at the intersection of social innovation, we can spark change that's more profound and more enduring than we ever imagined.

As I think back to my own life-changing experience on the Social Sabbatical when I participated in Johannesburg, South Africa nearly 12 years ago, I am filled with pride to see this program continue to thrive and create impact for hundreds of people each year.

This annual report sheds light on the remarkable stories of impact, leadership, and collaboration that define the Social Sabbatical, as together, we shape a better future.



## Pyxera Global

Nico Gioioso, Client Manager & Program Design Lead

Over the past year of implementation of the SAP pro bono portfolio, Pyxera Global has seen the remarkable impact that results from cross-sector collaboration – on SAP employees, on the social impact organizations they support, and on the communities that these organizations serve.

Having personally worked on the SAP portfolio for the last nine years (out of nearly 13 years of partnership between Pyxera Global and SAP), I am proud to see the ways that the company's strategic vision has continued to adapt to changing global conditions. As philanthropic contributions to social causes decrease across the board, new solutions are needed to increase the financial sustainability of community-based organizations. Impact businesses and nonprofits that provide fee-for-good or fee-for-service activities are innovating revenue-generating models for the social sector and meeting the needs of their communities through market-based approaches. SAP's early focus on maximizing the potential of impact businesses as the future growth engine of the social sector is prescient, and we have seen how this thought leadership has influenced other private sector partners that we work with on Corporate Social Responsibility programming.

In this Annual Report, we demonstrate the growth – in personal lives, professional abilities, and impact – that Social Sabbatical participants and partner organizations have experienced in both quantitative and qualitative measures.

This report reveals how strategy meets purpose, how business meets community, and how both sides walk away changed. This is transformation, not charity: a two-way exchange rooted in respect.

In my mind, the driving question behind the Social Sabbatical is: *how can you know how to make the world run better if you haven't seen how it runs?* The Social Sabbatical provides the perspectives, experiences, and relationships that answer that question.

# SAP Social Sabbatical Portfolio Annual Report

## 2024 Engagement Locations

SAP seeks to provide pro bono consulting support across a wide variety of countries to strengthen social impact organizations globally and to expose employees to cross-cultural ways of working. In 2024, SAP pro bono consultants provided their services in the following locations:

### Social Sabbatical for Global Engagement

- Tirana, Albania
- São Paulo, Brazil
- Kuala Lumpur, Malaysia
- Manila, Philippines
- Freetown, Sierra Leone
- Tunis, Tunisia
- Istanbul, Turkey
- Lusaka, Zambia

### Social Sabbatical for Executive Engagement

- Nairobi, Kenya

## SAP PRO BONO PORTFOLIO LOCATION OVERVIEW



GLOBAL

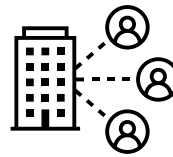


EXECUTIVE



109

SAP Employee Participants matched to collaborate on in-depth Scopes of Work



36

Partner Organizations selected to receive pro bono support

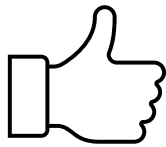


PYXERA Global



92

SAP Employee Participant  
Net Promoter Score  
for the Social Sabbatical



100

Partner Organizations  
Net Promoter Score  
for the Social Sabbatical



90%

of Participants were satisfied or  
highly satisfied with their  
relationship with their Partner  
Organization



11%

increase in Participants'  
proficiency in the area of  
Cultural Awareness & Agility



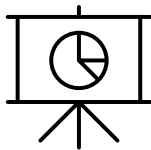
92%

of Participants report that the  
Social Sabbatical prompted them  
to search for other ways to get  
engaged in local or international  
communities



97%

of Partner Organizations were  
satisfied or highly satisfied with  
the quality and feasibility of key  
deliverables/recommendations



36%

increase in Partner Organizations'  
ability to pursue revenue or  
financing diversification in their  
business models.

# SAP 2024 Pro Bono Engagements

In 2024, the Social Sabbatical program has continued to position SAP as a leader in the field of skill-based volunteering over a variety of measures.

As seen in this Executive Summary, satisfaction with the value of the Social Sabbatical remains incredibly high, evidenced by a perfect NPS score among partner organizations supported through the program and by an incredibly high rating among employees. Both sides of the engagement report very high satisfaction with the human-to-human relationship and trust built over the Social Sabbatical.

In terms of impact, organizations reported significant increases in their ability to build financial sustainability by diversifying revenue streams, which allows them greater autonomy to invest their own capacity. Participants reported a leap in their ability to navigate different cultures – an important ability among a globalized workforce.





2024 Annual Report

# SAP Participant Impact



PYXERA Global





# SAP Social Sabbatical Portfolio Annual Report

## 2024 Participant Impact

Each year approximately 200 SAP Catalysts are interviewed for a spot on one of eight Social Sabbatical teams. Ideal candidates display commitment to social impact, resiliency and adaptability, problem solving, teamwork, leadership, and an openness to learning.

Across the pro bono portfolio, SAP employees are placed in highly diverse teams in a unique, short-term assignment to solve strategic challenges for partner organizations, while developing their leadership skills.

As top performers within SAP, Social Sabbatical participants enter the program with high levels of skills and yet, as displayed by the following statistics, their experiences continue to lead to incredible personal and professional growth.



### SAP SOCIAL SABBATICAL PARTICIPANT FEEDBACK

Top Three Skills with Increased Proficiency through the Program



**CULTURAL AWARENESS & AGILITY**



**BUSINESS & STRATEGIC PLANNING**



**BUSINESS ACUMEN**

**99%** Agree that the program helped them learn valuable things about themselves personally

**92%** Agree that the program prompted them to search for other ways to get engaged in local or international communities

**87%** Report that the program sparked new ideas that could benefit SAP

**86%** Agree that they are excited about the future of SAP

**92** **Participant**  
Aggregate Net Promoter Score for **the Social Sabbatical**

**67 → 72** **Participant**  
Aggregate Net Promoter Score for **SAP as an employer** (pre- & post- program)



**"Participating in the SoSa program profoundly shifted my perspective on leadership and community impact. It taught me the power of collaboration and empathy, transforming how I approach personal and professional challenges."**

**- Monica Hostiuc, SAP Germany**

### PRE- & POST-PROGRAM ADAPTABILITY SCALE AMONG PARTICIPANTS



Pre-Program Post-Program

## Social Sabbatical Participant Reflections



**Javeriah Farrukh**  
Senior Account Executive  
Toronto, Canada

Social Sabbatical Location:  
Hanoi, Vietnam



**Vani Garg**  
Data Management Consultant  
Bengaluru, India

Social Sabbatical Location:  
Montevideo, Uruguay



**Ivan Mateos**  
S/4HANA Onboarding Advisor  
Valencia, Spain

Social Sabbatical Location:  
Port Louis, Mauritius



The following interviews capture the long-term impact of the Social Sabbatical experience on three SAP employees that participated in the 2023 program. Our thanks to Javeriah, Vani, and Ivan for sharing their reflections on how the Social Sabbatical continues to impact them to the present day!

### What was your major motivation for participating in the Social Sabbatical program?

**Vani:** "The desire to step outside of my regular work environment and contribute to a social cause that aligns with my values. I wanted to apply my skills in a new context and make a tangible difference towards community while learning from passionate social entrepreneurs and colleagues. Additionally, I saw this as an opportunity for personal growth by engaging with new cultures, challenges, and ways of thinking."

**Ivan:** "I was a bit skeptical because I know how hard it can be to make a real difference in underserved communities. But I'd heard great things about the program's impact, so I wanted to see it for myself. I put in my best effort and, in the end, I'm glad I did—it was a meaningful experience."

### What was the biggest learning that you have brought back to your life from the Social Sabbatical?

**Javeriah:** "Professionally, the Social Sabbatical reminded me that problem solving and critical thinking are often overlooked, but very powerful tools in my role as an Account Executive. Personally, the Social Sabbatical was a refreshing reminder that a shared common goal can create a lasting sense of community."

**Vani:** "Working with passionate social entrepreneurs in a different cultural and organizational context helped me understand the power of active listening to diverse perspectives and being flexible in the approach to finding solutions. This has influenced both my professional and personal life by helping me become more open-minded, patient, and empathetic."

### How has participating in the Social Sabbatical impacted your leadership skills/abilities?

**Ivan:** "My experience significantly boosted my confidence in handling complex, ambiguous problems. It tested my adaptability within an external organization, where I was challenged to make a meaningful impact. This experience connected me with a global network of talented professionals from diverse backgrounds, helping me grow in my ability to collaborate with senior colleagues and navigate complex scenarios with greater resourcefulness."



**Vani:** "It helped me hone my leadership abilities by emphasizing the need for humility, collective empowerment, and fostering collaboration in unfamiliar environments. I also learned to speak up my opinions, step back when required, and ensure everyone feels valued and heard. This helped me develop a more inclusive mindset that prioritizes collaboration and listening, which I believe makes me more effective in my day-to-day role as a customer-facing consultant."

### **Has there been a noticeable difference in how you work and lead since your Social Sabbatical?**

**Javeriah:** "My manager has shared feedback that she has noticed a positive change in my ability to push back, handle objections, etc. On personal reflection, I feel that I second guess myself less, however I do evaluate things more critically now. I am not shy anymore to raise my hand and ask for help or a stretch goal – things that we did often while on the Social Sabbatical."

**Ivan:** "I now feel more comfortable stepping into complex challenges and supporting team members in navigating uncertainty. This has been noticed by my direct manager, who has acknowledged my increased confidence and problem-solving agility in our work together."

### **How do you think the Social Sabbatical has affected your worldview?**

**Vani:** "The Social Sabbatical greatly expanded my worldview by exposing me to new challenges, cultures, and ways of thinking. Working closely with social entrepreneurs who are tackling systemic issues in their communities helped me understand the complexities of social change on a deeper level. This experience has made me more globally aware and driven to contribute to positive social impact, both within my professional role and in personal initiatives."

**Ivan:** "The Social Sabbatical broadened my perspective on the importance of empathy. It reminded me that everyone has a unique story and deserves an opportunity to grow and evolve. Additionally, witnessing SAP's positive influence on communities worldwide has been inspiring. Seeing the gratitude from our host organizations and the dedication of SAP and Pyxera Global colleagues has reinforced my commitment to making a positive impact."

**Javeriah:** "The Social Sabbatical reinforced my belief that an act of goodness doesn't necessarily have to be grand – it has to be sustainable, meaningful for the recipient, and supported by people who believe in the same cause."





## Social Sabbatical Manager Reflections



**Victoria DeBoon**

Vice President, Sales  
Vancouver, Canada

Direct Report: Javeriah Farrukh



**Johnny De Sousa Miranda**

Global Head Cloud ERP  
Customer Onboarding  
Atlanta, USA

Direct Report: Ivan Mateos



**Purushothaman Vyasara**

Consulting Manager – BTP Data  
Management  
Bengaluru, India

Direct Report: Vani Garg



The following interviews capture the impressions of the spotlighted employees' direct managers on how the Social Sabbatical program has affected the quality of their work in the time since participation. Our thanks to Victoria, Johnny, and Purush for sharing their reflections and for allowing their team members to make a positive social impact through the Social Sabbatical!

### Were you familiar with the Social Sabbatical program at SAP?

**Johnny:** "I was familiar with the SAP Social Sabbatical Program, having participated myself in 2016 in Ghana. That experience was transformative for me, offering invaluable insights into working effectively across multidisciplinary teams with diverse cultural backgrounds. I've carried those lessons throughout my career and continue to advocate for the program as a powerful development tool for SAP employees."

**Purush:** "I was familiar, given that some of my colleagues had taken part in it. My initial impression was that this program would give an opportunity for an individual to learn about different cultures and work for a common social cause."

**Victoria:** "I had a positive impression of the Social Sabbatical. While it is hard to have a team member out in the field for 4 weeks, the outcome was positive for her."

### What motivated you to approve your direct report's participation in the Social Sabbatical?

**Victoria:** "To see a team member make a positive impact on the project/challenge, expand their network, and help prevent burnout or stagnation in their current role, coupled with the opportunity to develop skills in a positive environment."

**Purush:** "Vani as a person has always been very much involved in CSR initiatives and has contributed to many social needs. I approved the time needed for her participation considering this would be a major milestone in her journey."

**Johnny:** "As a manager, I view the SAP Social Sabbatical as a strategic opportunity to develop top talent like Ivan. Our global Cloud ERP Customer Onboarding team requires a strong degree of cultural sensitivity and adaptability to effectively navigate diverse customer needs. This program directly aligns with those requirements by honing skills like problem-solving in culturally dynamic contexts."



## Have you seen your direct report grow as a result of their participation in the Social Sabbatical?

**Purush:** "Yes, very much. Vani is much more adaptive to situations around her and has learned to act according to them. She also learned how to operate efficiently & effectively with minimum resources available."

**Johnny:** "Following Ivan's participation in the program, I've observed significant growth in his professional capabilities. He has developed a keen sensitivity to cultural nuances, which is critical in our global onboarding processes. Additionally, Ivan has demonstrated increased confidence and ability to manage ambiguous, high-pressure projects. This resilience and adaptability are vital traits in a SaaS-driven environment like SAP, where technology and processes are constantly evolving."

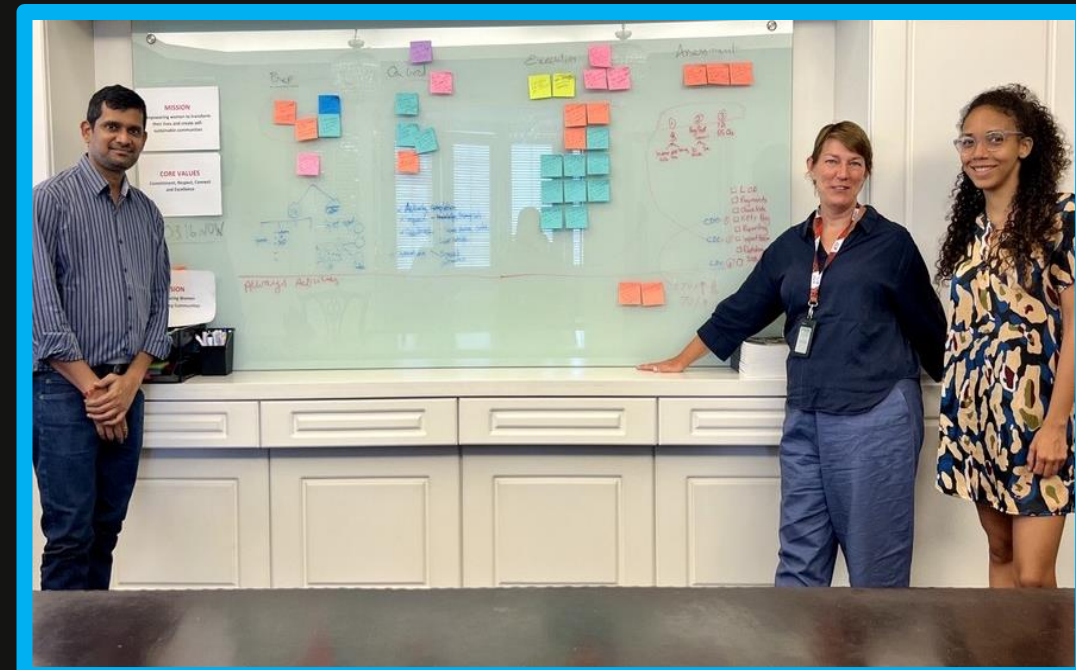
**Victoria:** "Yes – I have seen increased emotional intelligence, further development in teamwork/collaboration skills and innovation in thought process when faced with challenges. I saw positive growth in Javeriah, not only in her current role, but as a person in her confidence and execution strategy, as well as the development of her emotional intelligence."

## Do you believe your direct report's participation in the Social Sabbatical has brought value to the rest of your team at SAP?

**Johnny:** "Ivan's experience has had a ripple effect on the team. His growth has inspired others to embrace challenges and adapt more effectively to change. He brings fresh perspectives and problem-solving approaches that benefit the entire team, particularly in fostering inclusivity and innovation during global projects. Ivan's participation has also sparked interest among other team members to explore the Social Sabbatical program as a development opportunity. I see this as a positive outcome, as it encourages a culture of continuous learning and growth within the team."

**Victoria:** "Javeriah has shared her learning through conversation and through actions like peer-to-peer discussions. Her confidence in her role, her ability to better articulate her strategy and work along side her peers to help develop a joint strategy has been beneficial to the entire team."

**Purush:** "Vani has already started cascading the learnings she got through the program and has brought in increased inclusivity to the team. I would like to say THANK YOU for this wonderful learning opportunity. Vani has always been a standout performer on the team and has driven many employee engagement & CSR initiatives within the team. This program has given her lot of new dimensions on topics like cohesive teamwork and achieving impactful outcomes."







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# Partner Organization Impact





# SAP Pro Bono Portfolio Annual Report

## 2024 Partner Organization Summary Statistics

In preparation for the Social Sabbatical, SAP entrusts Pyxera Global with understanding and exploring the local landscape of each selected location to identify social impact organizations as potential partners. An in-depth selection process occurs that identifies organizations that are aligned with SAP's CSR priorities, that have proven success in their issue area, that have a mission-critical project that aligns with core SAP skill sets, and that have the capacity and open mind to accept the support and recommendations provided by skilled SAP pro bono consultants.

The statistics on this page demonstrate the background work that goes into the Social Sabbatical program and the outcomes that result from the power of pro bono!



## SOCIAL SABBATICAL PARTNER ORGANIZATION STATISTICS & OUTCOMES



**337+**

Potential Partner Organizations  
reached out to with the Social  
Sabbatical program offering



**155**

Potential Partner Organizations  
scoped on location by Pyxera  
Global for 9 Social Sabbaticals



**106**

Potential Partner Organizations  
scored by Pyxera Global staff for  
9 Social Sabbaticals



**36**

Partner Organizations  
selected to receive  
pro bono support



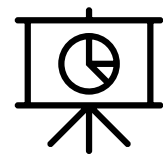
**97%**

of Partner Organizations  
satisfied with the quality and  
feasibility of key deliverables &  
recommendations



**97%**

of Partner Organizations  
satisfied with the relationship  
with their Social Sabbatical team



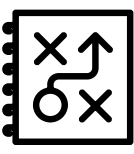
**36%**

increase in Partner Organizations'  
reported capacity in the area of  
Revenue & Financing  
Diversification\*



**12%**

increase in Partner Organizations'  
reported capacity in the area of  
Marketing\*



**10%**

increase in Partner Organizations'  
reported capacity in the area of  
Strategy & Planning\*

\* Project areas with  $n \geq 10$  Partner Organizations



"Through this program, our organization now has a deeper understanding of how big businesses can support NGOs. The Social Sabbatical is a great example of how businesses stand by the true principles of ESG."

– Germaine De Runa,  
Executive Director,  
Mother Earth Foundation

100

Partner Organization  
Aggregate Net Promoter Score  
for the Social Sabbatical

## SAP SOCIAL SABBATICAL PARTNER ORGANIZATION FEEDBACK

Top Three Project-Related  
Capacities Positively Impacted by  
the Program



REVENUE/FINANCING  
DIVERSIFICATION



MARKETING



STRATEGY & PLANNING

SAP & Pyxera Global:

100%

Co-designed and co-owned the  
project with our organization

97%

Acted in a community-  
centric way

92%

Understood the local  
environment, stakeholders &  
the nature of our challenges

## PRE- & POST-PROGRAM CONFIDENCE SCALE

92% → 94%

of partner organizations are very confident or extremely  
confident about their ability to deliver on their mission

72% → 75%

of partner organizations are very confident or extremely  
confident in their ability to navigate a new crisis and/or  
change in operating environment successfully

"We were particularly impressed by how the team of global executives interacted with us. They shed their titles and approached the collaboration with a genuine sense of humility. Their focus was on sharing their expertise and learning from us, creating a truly collaborative environment."

– Magdalene Wanjugu, Executive Director, NairoBits Trust

## SAP + PYXERA GLOBAL

# SAP 2024 Pro Bono Engagements

As part of SAP's CSR mission of powering equitable access to economic opportunity, education and employment, and the circular economy, the pro bono portfolio works with social impact organizations that are pursuing innovative solutions to these societal issues.

Partner organizations are surveyed on a variety of topics, including their own capacity development across a wide range of skill sets, their confidence in their organization's ability to pivot in volatile circumstances, and overall satisfaction with their SAP team's solution to their problem statement.

The statistics show strong satisfaction with the collaborative engagement with SAP teams, increases in confidence about the ability to meet their mission in communities, and leaps forward in staff capabilities.



# Social Sabbatical Partner Reflections

**TakaTaka Ni Mali**

Joshua Samson  
Head of Foundation & Product  
Development

Social Sabbatical Location:  
Nairobi, Kenya

**Go Negosyo**

Thermina Ann Akram  
Executive Director

Social Sabbatical Location:  
Manila, Philippines



The following interviews capture the long-term impact of the Social Sabbatical experience on two partner organizations that participated in the 2024 program. Our thanks to Joshua and Thermina for sharing their reflections on how the Social Sabbatical has impacted their organizations!

## How has the Social Sabbatical program impacted your organization in the past year?

**TakaTaka Ni Mali:** "With the structured go-to-market strategies and the new financial models developed during the program, TTNM has been able to operate with much greater clarity and focus. The commercialization ideas identified through the design thinking sessions have expanded our strategic options, allowing us to diversify and strengthen our revenue streams. We have already started piloting several of these ideas, and two of them have been successfully incorporated into our service offerings. The business canvas models built have become a guiding framework for all new projects and initiatives. It has enabled us to prioritize based on market needs and organizational capacity, rather than pursuing opportunities on an ad hoc basis. Finally, the financial model has provided clear insights into where to invest resources for maximum growth and how to effectively mobilize resources."

**Go Negosyo:** "Our organization and staff used to spend much of their time on the ground while also struggling with manual administrative processes. With the integration of digital tools into our daily operations, our team can now manage their time, schedules, leave requests, and other HR concerns more efficiently. On the data front, cleaning up our database has allowed us to communicate more strategically with stakeholders, replacing mass emails with targeted outreach that delivers better results."

## What has resulted from taking your Social Sabbatical team's recommendations forward?

**TakaTaka Ni Mali:** "We now have greater clarity around our product offerings, being able to clearly define and differentiate the platform functionalities based on distinct target users and market segments. As part of implementing this, we separated our digital platform into two parts, distinguishing the waste management functionalities (ecomali) from the ESG reporting functionalities (ecoloop). This repositioning allowed us to better tailor our marketing and engagement strategies to the specific needs of each user group."

**Go Negosyo:** "Encouraged by the progress we made during the Social Sabbatical, we've begun extending our digitalization efforts to the mentors we work with. We're currently developing a system to track and monitor mentor deployment across the hundreds of events we organize each year—an initiative inspired by our original push to streamline internal operations."



**What is the most significant change that occurred for the communities you serve from the implementation of the solutions/deliverables?**

**Go Negosyo:** "Since workhours allocated for internal processes have been significantly reduced, our team now has more time to roll out more programs and activities and we are able to cater to more micro, small and medium entrepreneurs in the Philippines."

**TakaTaka Ni Mali:** "We have been able to deploy a more targeted market and client approach, which has allowed us to diversify our products to serve specific user needs and fill specific market gaps."

**Have you had any new opportunities come your way as a result of the Social Sabbatical?**

**TakaTaka Ni Mali:** "Pyxera Global introduced us to another Social Sabbatical partner organization, Ebusaka, which has a digital platform that works to connect all stakeholders in the waste management cycle and introduce more efficiency and transparency into the Zambian system. We were able to learn from their local model in Zambia, and benchmark from their key learnings as they also learned from our growth experience and learnings around our platforms and works."

**Go Negosyo:** "Encouraged by the progress we made in implementing SAP's recommendations, we've begun extending our digitalization efforts to the mentors we work with. We're currently developing a system to track and monitor mentor deployment across the hundreds of events we organize each year—an initiative inspired by our original push to streamline internal operations. Although I can't directly associate it to the Social Sabbatical, we have signed a couple of partnerships last year with new government agencies who want to incorporate mentorship for their respective programs."

**Has the Social Sabbatical affected the way that you operate?**

**TakaTaka Ni Mali:** "With the SAP's team support, TTNM adopted more structured project planning tools and frameworks, allowing us to align our activities with broader organizational goals. Through the SAP Social Sabbatical engagement, we were able to step back and re-evaluate how we plan and prioritize initiatives, while setting clear, long-term objectives rather than reacting to immediate opportunities."







2024 Annual Report

# Partner Organization & Project Overview





# Social Sabbatical for Global Engagement

Partners & Projects

Albania 1 Tirana



"We were surprised by the empathy and great connection we built as teams. The insightful and deep understanding of our services, processes, and beneficiaries was beyond our expectations."

– Kita Oreada, Executive Director, Jonathan Center

## JONATHAN CENTER

**Jonathan Center** is an organization that is dedicated to supporting special needs children and raising awareness among their families. The objective of this project was to streamline Jonathan Center's enrollment process to better improve operational efficiency. The Social Sabbatical team implemented a server backup solution, improved patient master data structure and reporting features, as well as optimized the folder structure for scanned documents.

## PARTNERS ALBANIA FOR CHANGE AND DEVELOPMENT

**Partners Albania for Change and Development** is an organization that works to combine local knowledge with innovative tools and techniques to build platforms for communities, governments, and businesses. The objective of this project was to create a standardize impact measurement system that would allow Partners Albania to analyze the impact of its programs. The Social Sabbatical worked to complete a programmatic areas analysis, an impact measurement and management system analysis, and a communications strategy.

## JUNIOR ACHIEVEMENT ALBANIA

**Junior Achievement Albania** is an organization that aims to promote and support economic education and entrepreneurship among young Albanians. They do this by providing educational programs on entrepreneurship, financial literacy, and work readiness. The objective of this project was to finalize the existing strategic plan by addressing areas for improvement. The Social Sabbatical team worked to finalize the organization's strategic plan through a strategy refresh, stakeholder mapping, alumni roadmap and an impact measurement framework.

## ROMA VERSITAS ALBANIA

**Roma Versitas Albania** strives to play a central role in cultivating a community of Roma individuals through education, employment advancement, and advocacy for inclusive participation within society. The objective of this project was to explore innovative approaches to income generation. The Social Sabbatical team assisted Roma Versitas Albania in conducting a comprehensive assessment, identifying income-generating avenues, and developing a strategic roadmap for sustainable cash flow.





# Social Sabbatical for Global Engagement

Partners & Projects

Brazil 8 São Paulo



"I don't know what the matching criteria are, but the SAP team was handpicked to work with Carbono Zero and the synergy between everyone was what guaranteed the extraordinary success we achieved. I am grateful for the opportunity to have worked for four weeks with such extraordinary people. I will miss them forever and they will always be with me in my thoughts."

– Nelson Pinto de Carvalho, Business Manager, Carbono Zero

## CARBONO ZERO COURIER E LOGÍSTICA

**Carbono Zero** is a social enterprise that measures the amount of greenhouse gas emissions avoided through their "last-mile" zero-emission logistics services (bikes and electric cars) provided to B2B clients. After thoroughly analyzing Carbono Zero's key opportunities and challenges to grow and scale, the Social Sabbatical team delivered strategies aimed at securing existing business, namely investor and customer attraction/retention, evaluated the business model for reverse glass recycling logistics, and crated the business case for their IT system for sales opportunities.

## IMPACT HUB SÃO PAULO

**Impact Hub São Paulo** is part of a global network of social enterprises present in 111 cities around the world that aims to accelerate socially impactful businesses. Impact Hub São Paulo's faced challenges in keeping its wide member community engaged in a sustainable way and in generating recurring commercial partnership revenue. The Social Sabbatical team provided the organization with a review of revenue models, a "how-to" for enabling Impact Hub to make money from affiliate marketing, a social media strategy, and a corporate partner engagement strategy.

## FUNDO AGBARA

**Agbara** (the Yoruba word for "power"), is the first fund in Brazil that supports Black women affected by the economic crisis generated by the pandemic. Agbara Fund grew significantly through efficient fundraising strategies for its training and financial support programs, building the organization's confidence and creating a solid network; however, the fund was without proper processes in place to optimize operations. The Social Sabbatical team delivered an IT transformation strategy, including IT capability expansion, recommendations of proper IT tools, data integration, and training for the team.

## INSTITUTO ASTA

**Instituto ASTA** has impacted 15,000 nano-entrepreneurs to date through training programs, market opportunities, support networks, and public policy advocacy for the nano-entrepreneur ecosystem. ASTA's challenge was to evolve their current entrepreneur mapping tool, ASTA Maps, into a meaningful platform that can support its long-term goals of creating value for its beneficiaries and influencing public policymaking. The Social Sabbatical team delivered a strategy and implementation plan that included research & analysis of the platform's current state with recommendations for future communication and engagement strategies.



# Social Sabbatical for Executive Engagement

Partners & Projects

Kenya 1 Nairobi



"It was very exciting to see that, through the design thinking session led by our consultants, we were able to come up with 20 commercialization points for TakaTaka Ni Mali, the majority of which were new ideas that we had not thought of exploiting."

- Joshua Samson, Head of Foundation & Product Development, TakaTaka Ni Mali

## ANGAZA ELIMU

**Angaza Elimu** is an EdTech social enterprise with a focus on empowering African youth through on-demand skills-based learning that help them thrive in a digital economy. The organization had created a popular Internet of Things (IoT) training product but needed assistance in determining the most viable and strategic ways to increase end user monetization and overall revenue. The Social Sabbatical team worked with Angaza Elimu to create a strategy to expand its sales and market share, as well as an updated org chart to support the expansion of IoT product sales.

## NAIROBITS TRUST

**NairoBits Trust** is a nonprofit that aims to bridge the digital divide and provide pathways to economic opportunities for disadvantaged youth from underserved urban informal settlements. Due to a difficult funding environment, NairoBits needed to pivot its financial sustainability model to develop other revenue-generating activities that would enable growth. The Social Sabbatical team worked with NairoBits to create an updated branding plan, a strategy to leverage alumni, and projections for funding and revenue through a revised agency model.

## FARM TO FEED (F2F)

**Farm to Feed** is Africa's first digital marketplace for imperfect and surplus produce. By reducing food loss/waste, the social enterprise seeks to boost farmer incomes, improve food affordability, and tackle climate change. F2F has grown very quickly, and its processes and financial model have not similarly scaled, which has increased the potential for leakage in its operations. The SAP consultants mapped out end-to-end business process lifecycles for customers and goods, recommended revisions to the organizational model, and provided perspective on strategic growth options.

## TAKATAKA NI MALI (TTNM)

**TakaTaka ni mali** is a nonprofit that organizes and promotes sustainability in the waste management ecosystem by creating green jobs and supporting a circular economy across East Africa. TTNM had created Ecoloop, a digital platform that tracks waste movement, conversion, and environmental impact, but needed to enhance its business case. The SAP executives provided TTNM with commercialization ideas for both Ecoloop and TTNM's entire business, as well as a go-to-market strategy for further ESG advisory services.





# Social Sabbatical for Global Engagement

Partners & Projects

Malaysia 1 Kuala Lumpur



"This program provided valuable insights into evaluating business potential using practical perspectives, approaches, and tools. Previously, our efforts were more intuitive, relying on high-demand trends and numbers. With the knowledge and analytical tools gained from the SAP consultants, we now aim to scale our Moringa-based health supplement to generate sufficient revenue for MySkills Foundation, applying these approaches to strengthen all our social enterprises."

– Devasharma Gangadaran, CEO, MySkills Foundation

## 42 KL

42 KL is a pioneering educational initiative committed to shaping the future of technology in Malaysia. The organization confronts the twin challenges of underrepresentation in specific communities and limited engagement with potential corporate sponsors and partners. The Social Sabbatical team provided the 42 KL team with a strategic marketing plan, recommendations for corporate engagement, an improved digital content kit, and guidance for making its programs more accessible to a wider audience.

## MYSKILLS FOUNDATION

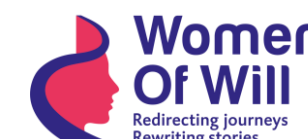
MySkills Foundation is a nonprofit dedicated to supporting at-risk youth in Malaysia. Scaling MySkills' portfolio of social enterprises in organic health supplements, food and beverages, agriculture, and batik production is crucial to boosting productivity, profitability, and ensuring the foundation's financial sustainability. The Social Sabbatical team provided MySkills with the necessary tools to evaluate its moringa supplement business along with a strategy to help it scale, as a first step towards ensuring the successful growth of its other social enterprises.

## BIJI-BIJI INITIATIVE

Biji-biji aims to democratize access to technology and education to drive sustainable development, with a mission to build and nurture changemakers through social and environmental impact programs. One of Biji-biji's main goals is to enhance its visibility and reach through more effective, targeted marketing and communication, supporting regional expansion and attracting stakeholders to its accelerator programs and social innovation initiatives. The Social Sabbatical team developed an in-depth brand, marketing, and communications strategy to meet Biji-biji's objectives.

## WOMEN OF WILL

Women of Will (WOW) is a nonprofit that transforms the lives of disadvantaged women and their families through Entrepreneurship and Leadership development. In order to grow its flagship program, WOW needed to streamline the its implementation process and improve organizational efficiencies. The Social Sabbatical team created a comprehensive program implementation guide for WOW staff, that would ensure adherence to standard processes and enhance overall program execution.





# Social Sabbatical for Global Engagement

Partners & Projects

Philippines 3 Manila



"The investment that SAP has put into this program shows commitment to meaningful social responsibility...This program met us where we were and helped us with what we actually needed."

– Catherine Scerri, Executive Director, Bahay Tuluyan

## BAHAY TULUYAN

**Bahay Tuluyan** works to prevent and respond to abuse and violence against children and to ensure all children's rights are fulfilled and protected. The objective of Bahay Tuluyan's project was to develop a strategic business plan for their Makabata Guesthouse & Cafe that would bolster the financial sustainability of Bahay Tuluyan and increase its capacity to positively impact its community. The Social Sabbatical team created a business plan for the organization that included a sales and marketing plan, workforce management recommendations, financial projections, and operational structures.

## MOTHER EARTH FOUNDATION

**Mother Earth Foundation (MEF)** is a nonprofit engaged in addressing waste and toxic pollution, climate change, and other health and environmental justice issues. MEF's sought to extend their Zero Waste Education program's reach beyond local government and explore new avenues for expansion. The Social Sabbatical team developed a business plan for a Zero Waste Certification Program for the private sector that included target markets, a detailed plan for all the steps of the certification process, and roadmap assets, including links, documents, and templates to expedite the certification process.



## GO NEGOSYO

**Go Negosyo**, the advocacy arm of the **Philippine Center for Entrepreneurship (PCE)**, brings together all key stakeholders and enablers to generate competitive Filipino entrepreneurs and help MSMEs scale. The objective of this project was to revolutionize the operational framework of PCE Go Negosyo through digital transformation, allowing it to keep pace with contemporary trends and meet the evolving needs of its beneficiaries more effectively. The Social Sabbatical team developed a data digitization plan, including Mailchimp enablement and streamlining, an HR leave request system, and enablement guides.

## START-UP VILLAGE

**Start-Up Village** helps startups build industry-disrupting technologies or introduce ground-breaking and industry-defining products and supports Philippines-based startups to become global. StartUp Village sought out new marketing and promotional strategies to enable the organization to effectively communicate its new programs, attract more resources, and expand its influence. The Social Sabbatical team delivered a comprehensive marketing plan, including a SWOT analysis, branding guidelines, marketing strategy and tactics, website guidelines, social media guidelines, and other organizational recommendations.





# Social Sabbatical for Global Engagement

Partners & Projects

Sierra Leone 1 Freetown



"The impact has been substantial. Specifically, it helped us greatly in setting up our business to be profitable as we were losing money. The team looked at the challenges at each step of our operating process and provided concrete solutions including innovative ideas."

– Chalwyn Caulker, CEO, Palm Acre

## CREATIVE HUB AFRICA

**Creative Hub Africa (CHA)** offers a dynamic physical and digital platform designed to nurture creative entrepreneurs, thought leaders, and community builders who are advancing Sierra Leone's circular and creative economy by broadening access to innovation, technology, and funding. The Social Sabbatical team created a business model for CHA's Digital Inclusion program for tech-enabled female- and youth-led MSMEs in Sierra Leone and provided recommendations for a sales, marketing and funding strategy that will ensure sustainability of the program for the next 5 years.

## FREETOWN WASTE TRANSFORMERS

**Freetown Waste Transformers (FWT)** is an integrated waste-to-energy solution provider that transforms food waste into electricity, thermal heat, and digestate right at their customers' doorsteps. FWT created Dortibox, an app that aims to digitize the waste management sector and foster more efficient, profitable, and environmentally friendly approaches to organic waste management. The Social Sabbatical team helped FWT to fully integrate their Dortibox app with the Freetown City Council's Digital Platform as the certified Digital Waste Collection Partner across all of Freetown.

## ELBA

**Elba** is a multi-sector investment company that assists micro, small, and medium enterprises (MSMEs), especially women-owned ventures, to grow their businesses by providing business development services, training, relevant market information, and the curation and organization of networking and learning events. The Social Sabbatical team created SOPs and automated processes that will help to reduce dependencies and inefficiencies within Elba's team and increase opportunities for growth both inside and outside the organization.

## PALM ACRE

**Palm Acre** is a palm oil company in Sierra Leone that generates sustainable crude palm and palm kernel oil through partnership with over 25 outgrower communities in Koya Chiefdom that plant, cultivate, and process palm oil using advanced technology and mill. The Social Sabbatical team provided operational supply chain recommendations to turn Palm Acre into a high growth and profitable venture and position the company to seek external funding, as well as recommendations for market expansion into aquaculture.





# Social Sabbatical for Global Engagement

Partners & Projects

Tunisia 2 Tunis



"The SAP team's dedication and expertise have not only shaped our current approach but will also guide our strategic decisions for years to come ...The support from Pyxera Global and the SAP team has been transformative, equipping us with sustainable tools, strategies, and international insights to support Olissey's continued growth and success."

– Mohamed Ali Boubaker, Co-founder, Olissey

## DOWIT

**Dowit** empowers Tunisian artisans to thrive by connecting them with passionate enthusiasts through immersive experiences. Dowit has experienced rapid growth in a short period of time, but their business strategies were not aligned with expanding operations and did not enable them to manage their growth strategically. The Social Sabbatical team developed a scalable model for Dowit to support sustainable growth, including a three-year vision, a business plan, and recommendations for continuous improvement.

## OLISSEY

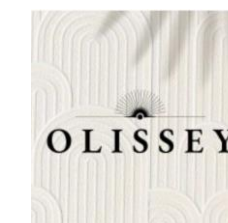
**Olissey** is a family-run social business dedicated to producing high-quality organic olive oil and promoting sustainable production practices. Olissey wanted to conduct an internal and external analysis to determine how the organization might expand its presence internationally. The Social Sabbatical team developed comprehensive market analysis tools, including competitor and SWOT analysis, as well as product packaging recommendations, a supplier comparison matrix, and decision-making tools for final market entry.

## EDUCATION FOR EMPLOYMENT TUNISIE

**EFE-Tunisie** is Tunisia's leading civil society organization addressing the issues of youth unemployment and entrepreneurship support. EFE-Tunisie sought to study the opportunity of launching new revenue-generating activities to lower its dependency on grants. The Social Sabbatical team co-developed a menu of revenue-generating activities with EFE, along with value propositions, business models, financial projections, and marketing materials for launching those activities.

## SHANTI

**SHANTI** is dedicated to co-designing and implementing innovative solutions to address social, cultural, and environmental challenges in Tunisia. SHANTI has faced the challenge of inconsistent and fragmented communication, which has hampered its ability to effectively convey its mission, values, and impact. The Social Sabbatical team developed a robust communication framework, including clear organizational structure, an internal communication plan and methodologies, and tool recommendations.





# Social Sabbatical for Global Engagement

Partners & Projects

Türkiye 2 Istanbul



"The SAP team's support in defining clear goals and a structured timeframe has been invaluable. With this clarity and focus, we are confident that we will achieve what we planned at least three times faster than we could have on our own."

– Shirley Kaston, Founder, Maide Mutfak

## ECORDING

**ecording** aims to inspire widespread change using innovative technological solutions that work towards addressing the global climate crisis. The organization's revenue is largely generated through brand partnerships; however, ecording had been experiencing problems with maintaining relationships with their existing partnerships. The Social Sabbatical team developed a strategy for commercial relationship and account management, a plan for partner communication and engagement, and a strategy for future-focused innovation.

## MAIDE MUTFAK

**Maide Mutfak** works to empower food entrepreneurs and to uplift economically disadvantaged individuals, including women and people with disabilities. Maide Mutfak was looking to combat Türkiye's ongoing economic challenges by creating a platform that would host job opportunities. The Social Sabbatical team developed a strategic plan for the organization and provided guidance and recommendations to assist Maide Mutfak in reaching a broader audience through an expanded digital presence.



## IMPACT HUB ISTANBUL

**Impact Hub Istanbul** is Türkiye's premier chapter of the Impact Hub global network for social entrepreneurship. The organization sought out expertise to implement a systematic approach that would maintain the level of personalization necessary for the creation of a step-by-step B2B business development strategy. The Social Sabbatical team worked with Impact Hub Istanbul to fine tune value proposition messaging and strategic content recommendations, created digital marketing and website messaging guidelines, identified other business offerings, and provided go-to-market communications.

## MIKADO

**Mikado** is a social enterprise that focuses on promoting capacity building and behavior change in the field of sustainable development. They are currently facing the challenge of scalability and therefore have been revisiting their suite of service offerings. The Social Sabbatical team created a proposal that included an analysis of current revenue streams as well as strategies for building a strong data foundation and presented an action plan to prepare the organization for sustainable growth and global scaling.





# Social Sabbatical for Global Engagement

Partners & Projects

Zambia 1 Lusaka



"The SAP Sabbatical program consultants have significantly and immediately impacted our organization. As a result, we are currently reassessing our organizational structure to enhance resilience and improve operational efficiency."

– Simunza Muyangana, Director, Innovation & Entrepreneurship, BongoHive

## BONGOHIVE

**BongoHive** is a social enterprise that co-creates sustainable solutions that leverage innovation, entrepreneurship, and technology by equipping individuals with the tools to turn their ideas into impactful businesses. In 2023, Bongohive created a new strategic plan to scale their impact across Africa, which necessitated the development of a data-driven expansion plan to navigate diverse markets effectively. The Social Sabbatical team partnered with BongoHive to craft a comprehensive expansion strategy, sharpening their existing approach to ensure sustainable, high-impact growth across diverse African ecosystems.

## GENIUS EDUCATION ZAMBIA

**Genius Education Zambia** is a social enterprise aiming to promote, facilitate, and enhance quality STEM education by teaching and advocating for Science, Education, and Leadership. As it grows rapidly, Genius Education realized their existing financial management systems were inadequate and, to ensure responsible stewardship of funding secured from local and global actors, they needed strong financial controls to handle expanding operations. The Social Sabbatical team worked to co-create and implement a robust financial system and provided comprehensive training sessions and co-developed documentation to ensure long-term success.



## EBUSAKA

**Ebusaka** is a social enterprise tackling Zambia's waste crisis with a digital platform that connects all stakeholders in the waste management cycle, paving the way for a cleaner future. As a young company with an imminent media launch for its product, Ebusaka needed to solidify its communications, operations, and project management to establish a clear structure that would ensure smooth operations and post-launch growth. The Social Sabbatical team worked to fortify Ebusaka's brand communication, operations management, and project management to pave the way for greater efficiency.

## VITALITE

**VITALITE** is a social enterprise leader in bringing clean energy and cooking solutions to underserved rural Zambian communities. Amid major company restructuring, Vitalite identified inefficiencies due to inconsistent policies and outdated SOPs that hindered workflow and employee onboarding. Vitalite needed support to enhance efficiency, minimize risk, and facilitate training by streamlining operations. The Social Sabbatical team worked to improve the process for creating and managing SOPs, templates, and policies, along with strengthening the governance of Policies & Procedures within the National Sales Structure (NSS).