

**European Conference on Corporate Volunteering** 

Skills-based volunteering session September 1<sup>st</sup> 2015 13.00-14.30

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## About: Global Citizens Program benefits three stakeholders

- 1. Add value to the work and mission of our microfinance and education non-profit partners around the world
- 2. Develop the skills and competencies of our employees through motivating assignments that enhance partners' programs and organizational capacity
- 3. Demonstrate our belief that a sound social environment is an important factor determining Credit Suisse's long term success: Credit Suisse, its employees and partner organizations are committed to supporting communities around the world to improve the living standards of disadvantaged people

- Additional capacity and capability to help NGOs tackle challenges
- Learn from high-caliber Credit Suisse employees
- Deepen the partnership with Credit Suisse



Partner NGO

Employee

Credit Suisse

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- Develop (future) leaders
- Demonstrate Credit Suisse's values and beliefs, helping communities thrive
- Enhance Credit Suisse brand
- Drive deeper employee engagement (more effective attraction and retention)

- Develop new leadership & other skills/ behaviors
- Gain new perspectives and think outside box
- Experience the Credit Suisse values in action
- Apply professional skills in a different context





## **Continuum:** what is an appropriate balance between skills-based & 'traditional" ("hands-on") employee volunteering?

Business and Social Impact: long term, talent and leadership development - Outcome focused; sustained application of specific knowledge & expertise; builds capacity **Skills** - Mutual & multiple benefits based (focus or engaged **Examples:** Corp & Nonprofit Board Program NGO -evel of impact on community Global Citizens Program assignments objectives) Low High - Outcome focused; uses Skills-Based Volunteering specific knowledge & skills Number of employees (focused on NGO partner - Usually locally implemented & org issues; with more Example: in-depth partnerships) IT systems support Low High - Career Advising **Skills-Based Volunteering** - Computer Training (general skills & experience; often - Mentoring 'one off'; can be repeated regularly; - Interview skills often with NGO's beneficiaries) Team Hands-On / traditional Volunteering building (usually in groups) Business Impact: engages teams and builds culture

## What are the limits in bringing it "to scale"?



