



## The Acceleration Collective — An Investment in YOU and The Business of Future

SAP's newest social impact program is focused on building leaders and transforming business to maximize impact, giving SAP employees the opportunity to support social enterprises while supporting their own growth.

<b>Who</b>	SAP employees who: <ul style="list-style-type: none"><li>• Are full-time permanent employees</li><li>• Have at least two years of professional work experience (or equivalent)</li><li>• Have manager support for 10% time involvement</li></ul>
<b>What</b>	A social impact program that helps SAP employees build the most sought-after core and professional leadership skills through experiential learning, all while helping to solve some of the world's most difficult problems. Employees will work alongside and in support of social entrepreneurs to jointly solve concrete business challenges. When they participate, they become part of a global collective that includes other corporate volunteers from the private, public, and social sectors. More specifically, employees can participate as pro bono consultants, certified coaches, mentors, and/or trainers. This company-wide, professional development and networking program requires 10% of their work time and connects socially- and environmentally-minded SAP employees with their peers, creating opportunities for them to flex and grow their capacity for leadership, focus on their career journey, and help social enterprises scale their success and in turn, their positive impact on the world.
<b>Where</b>	Virtual, available for all global employees regardless of location.
<b>When</b>	SAP employees who join this flexible leadership program dedicate up to 10% of their work time based on interest and need for the project match. Participants must complete the program's mandatory onboarding and can then get started "experteering" (volunteering their expertise) with a social enterprise. Additional, optional learning and certifications are also available to employees. The work of partnership together to solve a concrete business challenge the social enterprise is experiencing will be completed within a timeframe deemed best for both the employee and social entrepreneur. Learn more about this exciting opportunity to connect, learn, and lead through pro bono consulting on the <a href="#">Acceleration Collective webpage</a> for SAP employees.
<b>Why</b>	This is an opportunity to flex and grow highly sought after <a href="#">core and professional skills</a> and apply that knowledge to social impact organizations who are doing business differently, leading with sustainable, regenerative business practices that balance people and planet with profit. This joint investment in skill-building and social impact, done in partnership with the social entrepreneurship sector will provide a hands-on experience for employees looking to accelerate positive change in the world. Learn more about the correlation between volunteerism and employee learning and leadership in <a href="#">this guide</a> , created by SAP Corporate Social Responsibility.

## FAQs

### 1. What is the time commitment for employees?

Flexible and adaptable to their schedules, as well as the variations in them. Employees can expect to invest a few hours a week while active in the program, on trainings, team meetings, and project work with their social enterprise. Employees will work with the social enterprise to align on a schedule, and communicate that to you, their manager.

### 2. Will the program adapt to end-of-quarter and busy periods of work?

YES! This program is flexible to allow employees to invest in it while still meeting their SAP goals. Certain program components are optional, and the length encourages employees to take breaks to accommodate busy periods.

### 3. What is the time commitment expected of me (manager) during this program?

Over the course of the employee's participation, you may spend a few hours assisting your employee with goal setting and providing opportunities to share their experience to your team. This is a great experience that can guide your [SAP Talk](#) as well as your employee's development plan in SuccessMap.