

CHANGE

MAKER!

PROGRAMME

the
HUMAN
BE the hive
Difference

**"Never doubt that a small group
of thoughtful, committed citizens
can change the world; indeed, it's
the only thing that ever has."**

MARGARET MEAD

8 MILLION CHANGE MAKERS BY 2030

The Human Hive has the massive ambition to empower 8 million Change Makers world wide by 2030. We define a Change Maker as a person actively striving to be the difference With, not For others - which means they work inclusively and collaboratively to solve collective problems.

We have aligned our work with the 17 UN Sustainable Development Goals - the globally recognised starting point for collective planetary action to solve the most pressing problems affecting us all today - and actively focus on empowering people to find human centred, actionable solutions. However, we believe that we must go beyond sustainability to make a lasting difference, which is why we advocate for regenerative solutions - actions that rebuild and improve the lives of People, the character of Places and the health of our Planet.

Change Makers are people taking action to build a better world



THE POWER OF TEAMS

The Human Hive are experts in realising the potential of teams to change the world. Our training is designed to help you know yourself and your team better so you can share skills and support one another to do great things:
both in the work place and outside your walls.

Traditional volunteering opportunities often put barriers between volunteers and the people they want to help. We know you want to offer more than just a one off experience with no evidence of the benefit your intervention has had.

We will provide the tools, knowledge and know how to move you from doing things FOR people to creating things WITH people, so that ultimately those you support can stand on their own two feet and thrive independently. By channelling the very best of your skills, expertise and experience directly to where it's needed most, you will know, beyond a shadow of a doubt, the difference you can make in other people's lives.

Whether you are mentoring young people, supporting a charity, starting a community project (locally or elsewhere in the world) or just want to understand your customers better, we can help you make the most out of everything you do.

You define the WHAT,
The Human Hive will show you HOW

THE PROGRAMME

This programme is designed to introduce your team of Change Makers to our full, three stage foundation process and prepare them to take a leadership role in solving global problems on a local level, using the skills they already have and those of the people around them.

Designed from the nervous system up, it prioritises SAFETY, BELONGING and PURPOSE as the essential elements for human flourishing and is therefore ideal to respond to the unique challenges of THREAT, ISOLATION and DISEMPOWERMENT that many people feel at this moment in history.

Challenges that can remove agency and disincentivise action.

Because we know that all businesses are different, we have designed three modular training packages to help meet the needs of your team.

Start with Stage One and build stage by stage from there.

THREE STAGES

SAFETY

Safety is the foundation of any successful interaction with others. If people don't feel safe with you they are likely to meet you in their defence behaviours - Fight, Flight, Freeze or Faint - rather than as their authentic selves. As a Change Maker, safe space begins with you. We train you to become a beacon of safety, radiating calm wherever you go, so that people feel comfortable to be with you.

BELONGING

People work better together when they feel connected and can build supportive relationships. As a Change Maker your role is to create a shared space where everyone is included, respected and encouraged to contribute, no matter who they are or where they come from. We train you to create shared learning spaces, where relationships can be established and needs assessed.

PURPOSE

People are more motivated to take action when what they are doing feels meaningful. As a Change Maker we train you to co-create solutions with your participants to problems that are important to them. We believe the answer to any problem is always in the room. Give people a sense of purpose by allowing them to share their skills and take the lead.

Stage One:

SAFETY

Before you can work well with others you have to understand yourself. Stage One training provides the knowledge and tools to develop a sense of safety in yourself and the people around you, so you can take effective action together.

- **Develop a sense of safety and support in diverse teams, so you can communicate and collaborate effectively together.**
- **Recognise and regulate your personal responses to challenging situations so you can show up more effectively for others.**
- **Design and implement a wellbeing support programme for your team so you are ready to make an impact on the community around you.**

Stage Two:

BELONGING

Now you've learned how to show up, Stage Two will teach you how to use The Human Hive Framework to design shared learning experiences as the foundation for building meaningful relationships. Using our Patchwork Education model we will teach you a template to transform any skill into an inclusive activity and turn you into dynamic facilitators, ready to share your skills with others.

- **Understand inclusive practice by exploring identity, unconscious bias and learn how to get on well with people you would never otherwise meet.**
- **Identify what you do best and design activities that are inclusive, safe and skills-building. Create a full activity plan with other participants.**
- **Plan an office event to share your newly designed activities. Test out your activities and team-working skills with a friendly audience and evaluate your success.**



1/2 Hour
6 Bowl

3 Cucumbers
2 Spring onions (Radishes)
2 Garlic Cloves
2 Bunch parsley
1 Fresh mint
Chopping Board
Knife
Spoon

MAKE THE SALAD
REST IT
IT'S READY

SLICE
DICE

0177
2018
Training
History

Stage Three: PURPOSE

Now it's time to take action! Stage Three will prepare you to reach out into the wider community to co-create a project which will regenerate People, Places and Planet. All your new found skills will come together in Stage Three as you practice Being the Difference in the world around you.

- **Identify needs in your local community and make new relationships with groups, projects or causes you'd like to support.**
- **Match your skills to the needs you find and prepare for co-creation with your chosen partners.**
- **Reflect, evaluate and present your project back to your peers. Decide what comes next on the path to independence for your project.**

BUILD YOUR OWN PROGRAMME

1

SAFETY

Talk to us about numbers and context. Our flexible approach allows us to easily adapt to suit your needs. We'll help you match your KPIs to our model so as to meaningfully measure impact in line with your values.

2

SAFETY

+

BELONGING

3

SAFETY

+

BELONGING

+

PURPOSE

As a social enterprise we channel our profits back into social projects, which for us means empowering Change Makers around the world to make a difference where they are. Working with you will help us to offer our training for a fraction of the cost to community groups and provide seed money for new grassroots regenerative projects.

So while you are Change Making where you are, you'll be helping others do the same where they are, building a community of change across the world.

ABOUT US

We are Kate McAllister (teacher) and Darren Abrahams (therapist) co-founders of The Human Hive, a Social Enterprise with a mission to empower 8 million Change Makers by 2030, working WITH, not FOR each other to regenerate People, Places and Planet. We believe that real change happens when you supercharge the power of people to help themselves, giving them:

Tools to rebuild psychological and emotional

SAFETY

Connections to others to feel a sense of

BELONGING

Access to meaningful opportunities to regain

PURPOSE

We are experts at forging links across communities that have been divided, and building skills, knowledge and positive relationships through shared learning experiences.

WWW.THEHUMANHIVE.ORG



KATE McALLISTER is a qualified teacher, Associate of the UCL Institute of Education, Fellow of the Chartered College of Teachers and The RSA. Currently she is principal of The Hive, an inclusive "unschool" in The Dominican Republic. She has been designing & delivering inclusive education models that not only improve exam results but better prepare young people to lead enriching lives for nearly two decades. Her passion for making education accessible for all has led her to work with wonderfully diverse populations ranging from excluded teenagers to people living in refugee camps, corporate teams in large global organisations and teachers and pupils in elite international schools. When people understand how learning happens, they can harness and maximise their own learning potential. Helping people feel empowered to lead the lives they choose is at the heart of all Kate does.

Contact Kate@thehumanhive.org



DARREN ABRAHAMS is a coach, therapist, trainer and educator and the creator of many programmes designed to expand the potential of individuals and groups. He works internationally as a facilitator and project leader in the fields of personal and community development. He is a qualified trauma therapist, a Certified High Performance Coach, a fellow of The RSA and a professional singer. He is Wellbeing Adviser and trainer of trainers for Musicians Without Borders, co-founder of The Starr Trust and of The Complete Freedom of Truth, a programme developing youth leadership through culture and the arts across Europe. Darren is an expert at making people feel safe while bringing communities together to heal.

Contact Darren@thehumanhive.org

**FOR MORE INFORMATION
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or check out our website

www.thehumanhive.org

#JoinTheEvolution!