



WILDHEARTS
TALENT

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WildHearts Global Summit
at The United Nations, Geneva.

INTRODUCTION

At WildHearts we believe that business can and must be a force for good. To date, we have transformed over 1.5 million lives, and are listed as one of the Top 100 global businesses addressing The United Nations' Sustainable Development Goals (SDGs).

Our world faces multiple challenges, and if we have any hope of addressing them business must play its part. Indeed, with its immense resources and talent, it is uniquely placed to do so. Thankfully, this is a belief we share with an ever-increasing number of business leaders and global brands, many of whom are collaborating with WildHearts to bring this vision to life within their organisations.

Every day, the WildHearts team harness the power of 'Business for Good' and put our own training methodologies into practice to achieve this. That is why many of the world's leading brands are working with WildHearts Talent; to leverage our experience and expertise to help create a culture of responsible business by instilling innovative, entrepreneurial thinking across their own organisations.

“

WildHearts Talent produces **inspired, entrepreneurial thinkers** who can execute their ideas in a team, within a competitive environment... and who care about their impact on their local and global community. It inspires the Responsible Business Leaders Our World Deserves.

DR MICK JACKSON | CEO & Founder of The WildHearts Group

From Early Careers to Senior Leaders, our partners have embedded WildHearts Talent programmes across their organisations, enhancing leadership skills, developing innovation, and building collaborative, purpose-driven teams.

To date, over 50,000 participants in over 35 countries have taken part. As a result, we are now one of the world's leading 'Values-Driven' Training Providers and are exclusively endorsed by Babson College, the world's top school for entrepreneurship.

The world is changing. Businesses are being held to higher standards than ever before. The companies that will remain relevant are the companies that play their part in addressing humanity's most pressing challenges. WildHearts Talent develops the leaders and teams that will thrive in this new business environment.



WildHearts Talent Workshop,
Edinburgh.

OUR METHODOLOGY

All WildHearts Talent programmes are underpinned by our exclusive methodology: The Micro-Tyco Method.

The Micro-Tyco Method is a dynamic toolkit designed to unleash purpose-driven entrepreneurial behaviours. It delivers outstanding results, consistently regardless of participants' background, industry, seniority, or geographical location. Our evidence shows that if participants apply themselves fully to the Micro-Tyco Method, it can not only transform their life but also the lives of those around them.

“

There is no other partnership that is as tied to our core mission as our partnership with WildHearts. Entrepreneurship is the most powerful tool on the planet for creating economic and social value.

The Micro-Tyco Methodology activates entrepreneurial thinking and creativity and creates leaders that lead with values.

CHERYL KISER | Executive Director | Babson College

WildHearts Talent will help your people demystify the entrepreneurial process, dispelling the myth that innovative thinking happens by accident or is a gift you are born with.

We all deserve to feel inspired and fully engaged in our role, to live our values at work and make a difference in the world. WildHearts Talent will enable your people to achieve that.

Participants and Learning Development Leads have cited the following key skills developed as a result of taking part in WildHearts Talent;

- Innovation
- Commercial awareness
- Entrepreneurial thinking
- Resilience
- Value-driven leadership
- Teamwork
- Networking
- Communication
- Project management
- Enhanced critical thinking
- Pitching and presentation skills

OUR PROGRAMMES

From one-day workshops to 6-week and 3-month long programmes, WildHearts Talent delivers transformational development solutions for early careers, departments and leaders. Our programmes are built in collaboration with partners, to ensure they deliver the key objectives of their wider talent development strategies.

EARLY CAREERS

Inspire the Responsible Business Leaders of the Future.

From Graduates and Apprentices to Interns, our early careers programmes are built to complement your existing talent development strategy. From one-day sessions to 6-week team-based projects, we put your company's values and responsible business practices at the forefront, inspiring your early career talent and engaging them with your wider strategies. Current partners cite improved socialisation, networking, communication, presentation and team-working skills with increased 'resilience' and 'problem solving capabilities' repeatedly outlined by participants. [*Learn more about our Early Careers programme on pages 6 to 11.*](#)

DEPARTMENTAL TRAINING

Build collaborative, connected teams.

Whether it's procurement professionals, marketing teams or your HR colleagues, our departmental-focused programmes encourage innovation, entrepreneurial thinking and collaboration. Our programmes can be stand-alone development opportunities or embedded within broader department training strategies that help engage colleagues in your responsible business agenda. Our one-off sessions and longer team-based projects have both been credited with transforming teams from some of the world's biggest brands, promoting resourceful, cohesive and highly engaged departments. [*Learn more about our Departmental Training programme on pages 12 to 14.*](#)

LEADERSHIP DEVELOPMENT

Lead with Purpose.

Our bespoke leadership training programmes are carefully curated to ensure they fit seamlessly with your wider business strategies. They equip leaders and future leaders with the sense of purpose they need to tackle key business issues, grow sustainability strategies and inspire their own people to put company values into practice. We understand your leaders have experience, passion and ambition; our programmes help them to unlock their personal purpose, to continue driving success through their teams, for themselves and for your wider stakeholders. [*Learn more about our Leadership Development programme on pages 15 to 17.*](#)

EARLY CAREERS.

CASE STUDY #1 EARLY CAREERS



CLICK THROUGH THE TABS

300
participants

6
weeks

3
countries

CASE STUDY #2
EARLY CAREERS



20
participants

6
weeks

1
country

CLICK THROUGH THE TABS

CASE STUDY #3
EARLY CAREERS



Sheffield
Hallam
University

14
participants

6
weeks

1
country

CLICK THROUGH THE TABS

CASE STUDY #4
EARLY CAREERS



21
participants

6
weeks

3
countries

CLICK THROUGH THE TABS

CASE STUDIES #5 AND #6 EARLY CAREERS



In 2020, Sopra Steria were looking for a project-based, virtual innovation challenge to embed in their 'Accelerate' programme during the final phases of their graduate scheme. This programme aims to harness the graduates' learnings at the end of the 2-year programme, develop their innovation skills and give them the opportunity to build their networks across the organisation.

The WildHearts Talent Early Careers programme was adopted into the 'Accelerate' programme as phase 1, where the graduates were asked to develop an execution plan for a responsible business solution, aligning this to Sopra Steria's Growth or People Strategy. In phase 2, graduates were asked to start implementing their ideas with the support of the business. Graduates received an interactive launch session with the WildHearts Talent team which was followed by ongoing coaching throughout. They were also assigned an internal Sopra Steria coach to help provide a Sopra Steria-specific lens on their ideas and to help them engage key stakeholders and other members of the organisation they hadn't interacted with before.

Instead of having a competition element to the programme, teams shared their video pitches with a panel of Sopra Steria's Senior Leaders, with a view to gathering feedback that they could then use as they moved forward with their idea implementation in phase 2 of the 'Accelerate' programme.



Chemistry, Engineering & Supply Chain Graduates from across SUEZ WTS' European operations, took part in a 6-week programme, developing innovative solutions to environmental SDGs, in line with SUEZ WTS' global environmental strategy. Teams worked collaboratively, drawing on their range of skill-sets and experience from their roles across business, developing innovative solutions to their identified environmental issues. Teams presented their ideas in 10-minute video pitches to a panel of SUEZ WTS' Senior Leaders, including their Chief Transformation Officer, Lead Environmental Manager and Senior VP for EMEA. The judges were so impressed with the quality of the graduates' ideas that they have committed to support participants in bringing them to life.

100%
of participants said they developed resilience, entrepreneurial thinking and innovation skills as a result of taking part in the WildHearts Talent programme.

93%
of participants said the WildHearts Talent programme increased their understanding of the SDGs and their relevance to their role at SUEZ WTS.



The WildHearts Talent programme fully engages you in finding a solution in a very short period, leveraging the team's experience and background. The **Micro-Tyco Method is key to the success of any good idea.**

PARTICIPANT | Graduate | SUEZ WTS



DEPARTMENTAL TRAINING.

CASE STUDY #7
DEPARTMENTAL TRAINING



26
participants

6
weeks

12
countries

CLICK THROUGH THE TABS

CASE STUDIES #8 AND #9 DEPARTMENTAL TRAINING



Nestlé Marketing Academy run a Sustainability Module for their confectionary marketers. In 2021, this cumulated in an 8-week WildHearts Talent programme, designed to harness their learnings from the module. Marketers were divided into teams of up to 5, based on their individual personal ‘WHY’ reflections, identified during a bespoke session from Dr Mick Jackson, WildHearts Founder and CEO. Each team was then presented with a brief and challenged to use The Micro-Tyco Method to build a marketing solution to the issue. Senior Marketers from across the business joined the judging panel to choose the best solution from the 10-minute video pitches presented by each team.

The team undertook a study which showed that internally and externally, only a few people were aware of the social and environmental impact of the Nestlé UK Milk Plan. Nestlé has a long term relationship with First Milk, a British farmer-owned dairy cooperative, to build a sustainable supply chain that benefits farmers, local communities and the environment. The partnership is made of 80 dairy farmers in the UK who receive a premium price for their milk while implementing positive social and environmental initiatives such as; fencing watercourses, planting hedgerows, stonewalling soil testing and doing school visits as part of the leadership development programme for young farmers. This team came up with the idea to drive awareness of the Milk Plan through the lens of a Nestlé brand by switching the recipe to a Milk Plan derived milk while communicating the positive benefit of the partnership and the work of the dairy farmers.

21
participants

8
weeks

1
country



60 procurement professionals took part in a Lite version of the Departmental Training programme – an individual, lighter time-commitment edition. All participants joined a launch session where they were briefed on Zurich’s most recent work in sustainability. Participants were asked to develop a solution that would address an issue aligned to the SDGs and Zurich’s Sustainable Sourcing Strategy, and that they could embed in their day-to-day role as a procurement professional. Participants received feedback and support from WildHearts, to refine their ideas before posting them on Zurich’s WorkPlace (internal social media). In doing so, they received their Sustainable Sourcing Badge from Zurich. The programme sparked global conversations across the organisation, about Zurich’s Sustainable Sourcing Strategy, raising the profile of their work internally and promoting innovation amongst their procurement teams.

100%

of participants said they would now feel confident to apply Zurich’s Sustainable Sourcing Guidelines and Supplier Code of Conduct in their daily job.

100%

of participants said their awareness of Zurich’s alignment with the SDGs increased as a result of taking part.

“

The training which you receive is great. The **wealth of information available and charisma of the WildHearts Talent team during the training was really engaging.** It makes you start to look at things differently and it’s small steps that can have a huge impact.

PARTICIPANT | Procurement Professional | Zurich

60
participants

4
weeks

12
countries

LEADERSHIP DEVELOPMENT.

CASE STUDY #10
LEADERSHIP DEVELOPMENT



207
participants

3
months

3
countries

CLICK THROUGH THE TABS

CASE STUDIES #11 AND #12 LEADERSHIP DEVELOPMENT



In response to a business strategy focused on developing key sustainability skills and knowledge internally, 14 of LV= (Liverpool Victoria)’s future leaders took part in a 4-week WildHearts Talent Leadership Development programme.

Participants were challenged to identify sustainability issues they wanted to tackle in the business and to develop an execution plan for their responsible business solution, aligning this to LV=’s Sustainable Development Goals strategy.

Participants attended a launch session from the WildHearts Talent team and received ongoing coaching throughout the challenge. Using The Micro-Tyco Methodology and drawing on their networks and resources as Future Leaders, they developed innovative solutions and presented them live, to a panel of LV=’s Senior Leaders.

The judges were so impressed with the ideas, they committed to supporting the top team to bring their idea to life.

100%

said they developed skills in Innovation, Leadership and Resilience.



In 2019, Nestlé were looking for a bespoke training to build into their wider leaders’ development programme.

This WildHearts Talent training was designed to empower Future Leaders to drive a culture shift towards entrepreneurial thinking and to promote Nestlé’s contributions to the Sustainable Development Goals (SDGs) while inspiring Future Leaders.

During the 2-month programme, Mick Jackson, WildHearts Founder and CEO, delivered 4 training sessions to 6 participants who then developed a sustainable business solution to address Nestlé’s wider strategic goals using the SDGs as a framework.

They then pitched their idea to a panel of Nestlé’s Senior Leaders using the Three Pillars of The Micro-Tyco Method; Inspiration, Innovation and Execution.



It doesn’t really matter who you are in the organisation and your level of seniority, The Micro-Tyco Method still works, our apprentices, graduates, future leaders and marketing colleagues have been through it. Micro-Tyco allows you to think in a different way, using a different approach while taking away the constraints that we normally have within our organisation.

ROBIN SUNDARAM | Sustainable Sourcing Lead | Nestlé UK



ONE-DAY WORKSHOPS.

ONE-DAY WORKSHOPS

The WildHearts Talent One-Day Workshops deliver tailored development solutions for early careers, whole departments and leaders; from introductory sessions on Business for Good and the Sustainable Development Goals to Innovation and Personal Insights Sessions. Find out more below;



1000
participants

EARLY CAREERS
BARCLAYS INTERNS

5
countries

A global cohort of Barclays Interns attended a bespoke guided Reflection Session to help uncover their core strengths and values. This workshop also introduced the concept of Business for Good and the United Nations' Sustainable Development Goals, laying the foundations for Barclays Interns who will progress on to their graduate programme and take part in the WildHearts Talent programme the following year.



50
participants

DEPARTMENTAL TRAINING
ZURICH INNOVATION FOUNDRY

1
country

The Zurich Innovation Foundry's Personal Insights and Innovation Session was designed to change colleagues' perceptions on innovation and encourage participants to uncover their values and core strengths. The session will run multiple times throughout the year, giving employees across the business the opportunity to engage in the activity and helping support their wider personal development.



16
participants

DEPARTMENTAL TRAINING
NESTLÉ CONTENT STUDIO TEAM

1
country

In partnership with the Nestlé Content Studio team, WildHearts Talent developed a Personal Insights and Values Session, to help the team discover not only their personal values but the values of their wider team. The team left the session with clarity on their values and a tool to continue their reflections.



6
participants

LEADERSHIP DEVELOPMENT
NESTLÉ HR LEADERS

1
country

Nestlé HR Leaders took part in a one-day session that gave participants the opportunity to immerse themselves in The Micro-Tyco Method and put it into action in a short, intensive ideation session. At the end of the workshop, participants had time to reflect on key learnings and takeaways with their peers.

TESTIMONIALS AND RECOGNITION.

TESTIMONIALS FROM INDUSTRY LEADERS

Industry leaders around the world and across multiple sectors including; insurance, energy and food & beverages, are using the WildHearts Talent programme in their talent development strategy. Here is some of their feedback;



CHRIS MINTER
Sustainable Sourcing
Lead



“ We saw the WildHearts Talent programme as an ideal platform to engage our Procurement teams on sustainability, which **provided an opportunity for participants to learn about The Micro-Tyco Method, business for good and Zurich’s approach to sustainability.** That being said, the programme delivered so much more, with participants also developing skills in communication, project management and innovation. The programme is now a key part of our learning and development toolkit!



EMMA WALKER
Marketing and Consumer
Engagement Lead Zone Europe



“ We wanted to develop a team of compassionate disruptors and that is where the WildHearts Talent programme played a critical role. It showed marketers how they could make a difference by connecting their work to what mattered personally to them. I loved the valuable resources provided as it gave the team a toolkit to turn learning into tangible action that delivered impact on specific brands in a consistent way across the organisation. What really excited me was how **the team talked afterwards about the transferrable skills they had developed, now that’s empowerment at its very best.**



KIM WICKHAM
Global Graduate
Programme Manager



“ The programme aligned perfectly with the direction we are moving in as an organisation. It exceed my expectations and **everyone from the grads that participated to our CEO who was on the judging panel, were inspired and impressed with every aspect of it.** As an organisation we are already implementing some of the ideas that the grads presented. The programme will now be a permanent part of our graduate training going forwards.



BEN IZZETT
People Development
Leader – Europe



“ The programme tied off the different strands of our internal training and gave the graduates a chance to use all of the skills they’ve been building in one final project. Plus, from a business perspective, sustainability and being environmentally aware matter to us and the WildHearts Talent programme allowed us to incorporate an element of sustainability and bring more awareness in a way we hadn’t touched on before. In the end, the things the graduates worked on have made a difference! **It wasn’t just another great thought exercise where we go in, we feel great and come out of it. Meaningful actions are coming out of the programme** and all the projects are going forward in one form or the other.

AWARDS AND ACCREDITATIONS

We are proud to be an award-winning and accredited social business, training provider and employer as well as a member of recognised profesional body, explore some of them below.



BABSON SOCIAL INNOVATOR PRIZE WINNER

WildHearts is the 2nd ever recipient of the prestigious Social Innovator Prize from Babson College, Boston, the world’s number one school for entrepreneurship. This was awarded for our innovative approach to addressing financial inclusion and entrepreneurial education both domestically and globally, signifying the University continued endorsement of our work and training programme. To date, we are the only European’s to receive this prestigious recognition.



INSTITUTE OF STUDENT EMPLOYERS MEMBER

The Institute of Student Employers (ISE) is an employer-led membership organisation, whose goal is to ensure that all members can recruit and develop the best student talent for their needs and the needs of the UK economy.



CARBON NEUTRAL PLUS

Carbon Footprint have received endorsement from the United Nations Environment Programme (UNEP) for our reforestation efforts in The Great Rift Valley. All trees pledged and planted by Carbon Footprint/ESCONET are being included in the Plant for the Planet: Billion Tree Campaign, across the globe to help avert damaging and economically debilitating climate change.



MEANINGFUL BUSINESS 100

Comprising of corporate CEOs, sustainability leaders, impact investors, entrepreneurs and micro-entrepreneurs, the Meaningful Business 100 cuts across geography, industry, role and company size to highlight outstanding work being done to solve the biggest issues we are facing today. The WildHearts Group is immensely proud to have been listed as part of the Meaningful Business 100, identifying the top 100 businesses that are addressing the UN SDGs.



BUSINESS IN THE COMMUNITY MEMBER

The WildHearts Group is a proud member of Business in the Community (BITC). BITC is the largest and longest established business-led membership organisation dedicated to responsible business. It was founded by HRH The Prince of Wales 40 years ago. BITC works with its members to continually improve their responsible business practice, leveraging their collective impact for the benefit of communities.

WE SUPPORT



UN GLOBAL COMPACT

We support the Ten Principles of the United Nations Global Compact in the areas of Human Rights, Labour, Environment and Anti-Corruption. We describe our actions to continually improve the integration of the Global Compact and its principles into our business strategy, culture and daily operations.

Certified



CERTIFIED B CORPORATION

B Corps are businesses that meet the highest global standards of verified social and environmental performance. Certified B Corporations are a new kind of business that balances purpose and profit. They are legally required to consider the impact of their decisions on their workers, customers, suppliers, community and the environment. This is a community of leaders, driving a global movement of people using business as a force for good.



LIVING WAGE EMPLOYER

Accredited Living Wage employers have been certified by the Living Wage Foundation. Living Wage Employers pay all direct and contract staff the living wage rate for their region. Living Wage Employers recognize that we all have a role to play in ending poverty.



GET IN TOUCH:

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To stay up to date with our social impact:

 [linkedin.com/company/wildhearts](https://www.linkedin.com/company/wildhearts)

 [@wildheartsgroup](https://twitter.com/wildheartsgroup)

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