



DG
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INNOVATION
FELLOWSHIP

2023

A few questions

Got a different question?

Email us at
fellowship@dgmt.co.za

What is the DGMT Innovation Fellowship? How is the Fellowship structured? How will it benefit me? How much time should I set aside for the Fellowship? What does the Fellowship cost? How does the Fellowship benefit organisations? Which other organisations have already undertaken the Fellowship? What is the Fellowship Alumni Network? How can I find out more?



Click on the question to get the answer



“I became more experimental and playful in my approach to problem-solving, even when facing serious issues of injustice.

I think that this is vital for remaining humble and working sustainably, as well as to avoid becoming cynical and rigid.”

Sarah Fry, Axium Education

What is the DGMT Innovation Fellowship?

The DGMT Innovation Fellowship develops young leaders across South Africa who are working in civil society.

Our **VISION** is a South Africa with improved outcomes for the most vulnerable in society through a strengthened civil society that is articulate and able to hold a unique and distinctive space as social innovators, in partnership with government and economic sectors.

Our **MISSION** is to build a layer of skilled, confident CSO leaders with a strong sense of sectoral identity and experience, and who lead organisations that are better able to innovate and claim their role in society.

**EVERY YEAR, DGMT OFFERS THIS FELLOWSHIP PROGRAMME
TO 22 YOUNG LEADERS.**

SINCE 2018,

91 *from* **57**

YOUNG LEADERS

DIFFERENT CIVIL
SOCIETY ORGANISATIONS

HAVE COMPLETED THE FELLOWSHIP PROGRAMME.



*Innovation: the adoption of new
practices by a group or community*

How is the Fellowship structured?

The Fellowship runs over the course of one year, during which the team hosts three immersive workshops (two residential and one online). In between these workshops, Fellows return to their workplaces to experiment and share what they have learnt. During this time, they are coached by a team of experienced coaches.

IMMERSIVE WORKSHOPS:

These consist of learning groups, lectures, peer group discussions, journalling, creative sessions and expert speakers. The residential immersions allow for plenty of time for Fellows to connect informally.

FIELDWORK:

This occurs during the time between workshops in which Fellows return to their workplaces and put their learnings into action. Fellows undertake assignments and written reflection pieces. They also engage with their organisational leader and other colleagues to support them in their assignments.

COACHING SUPPORT:



5x

One-on-one individual coaching sessions
(broken up between the 3 workshops)



3x

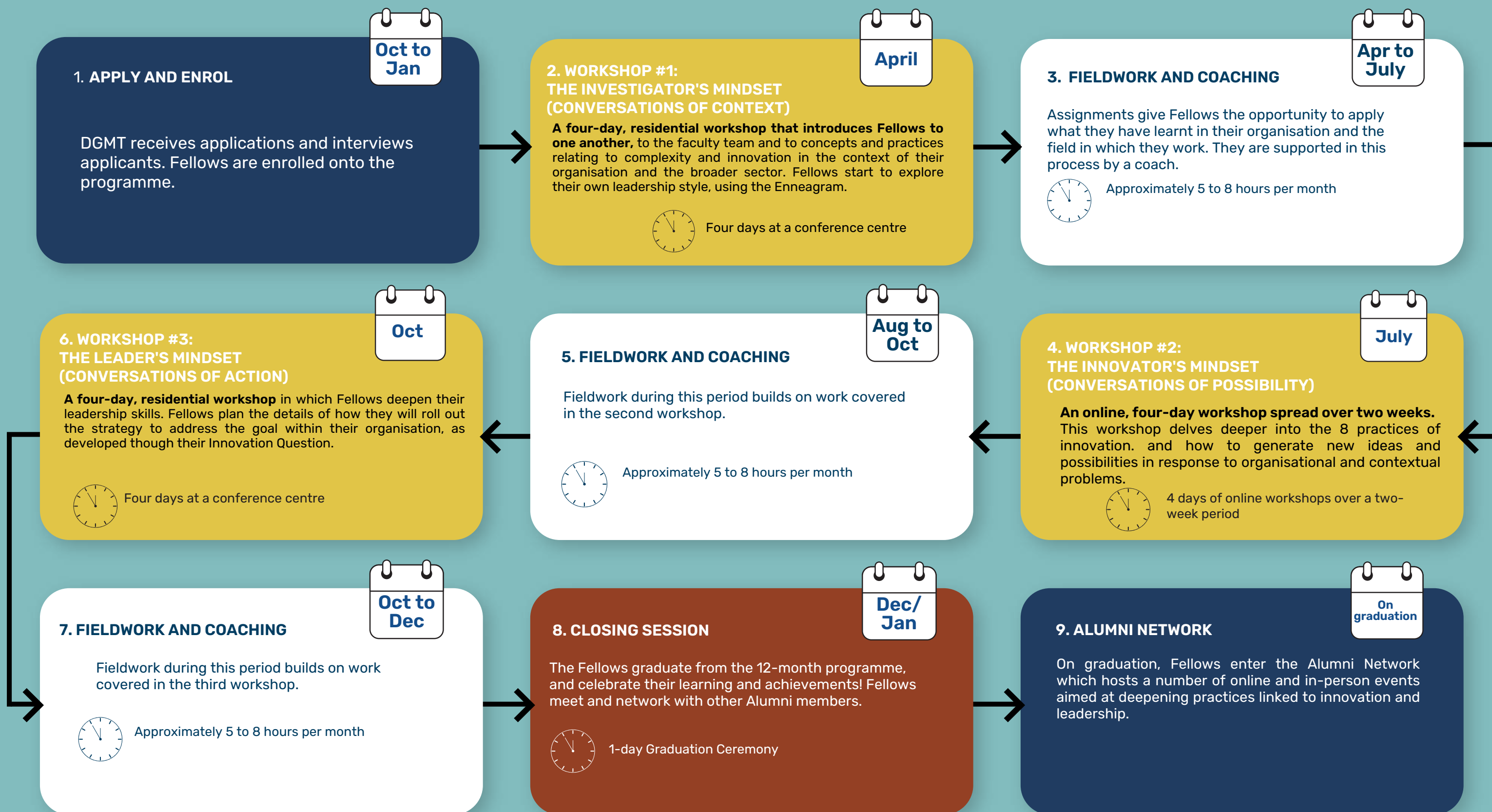
Coaching sessions as a pair of Fellows
(a session between the coach and Fellow pair)



3x

Organisational mentoring sessions (a session that includes the whole organisation or key people from the organisation together with the Fellow pair and the coach)

Timeline



How would this Fellowship benefit me?

The Fellowship aims to develop you as a leader and innovator in civil society. This includes both personal and professional development.

LEADERSHIP

Whatever your position in the organisation, there is scope for you to be a leader and strategic champion who contributes to the flourishing of your organisation and the wider sector. Through self-development, we explore ways in which you can improve your ability to lead yourself, your work and change processes.

INNOVATION

The Fellowship will introduce you to a number of practices associated with the innovation process. In particular, this will focus on the power of conversations, communication and dialogue in working with others to generate new ideas, to adopt new practices and to entrench these over time.

THE CHALLENGE

Over the course of the Fellowship, you are invited to identify and work with an innovation question or challenge that is central to your work and the work of your organisation. You will be supported to develop a plan to address this question, allowing for your growth and that of your organisation's.



What is the process to get onto the Fellowship?

The Fellowship accepts nominations throughout the year. In October, we review these nominations and send applications to qualifying organisations.

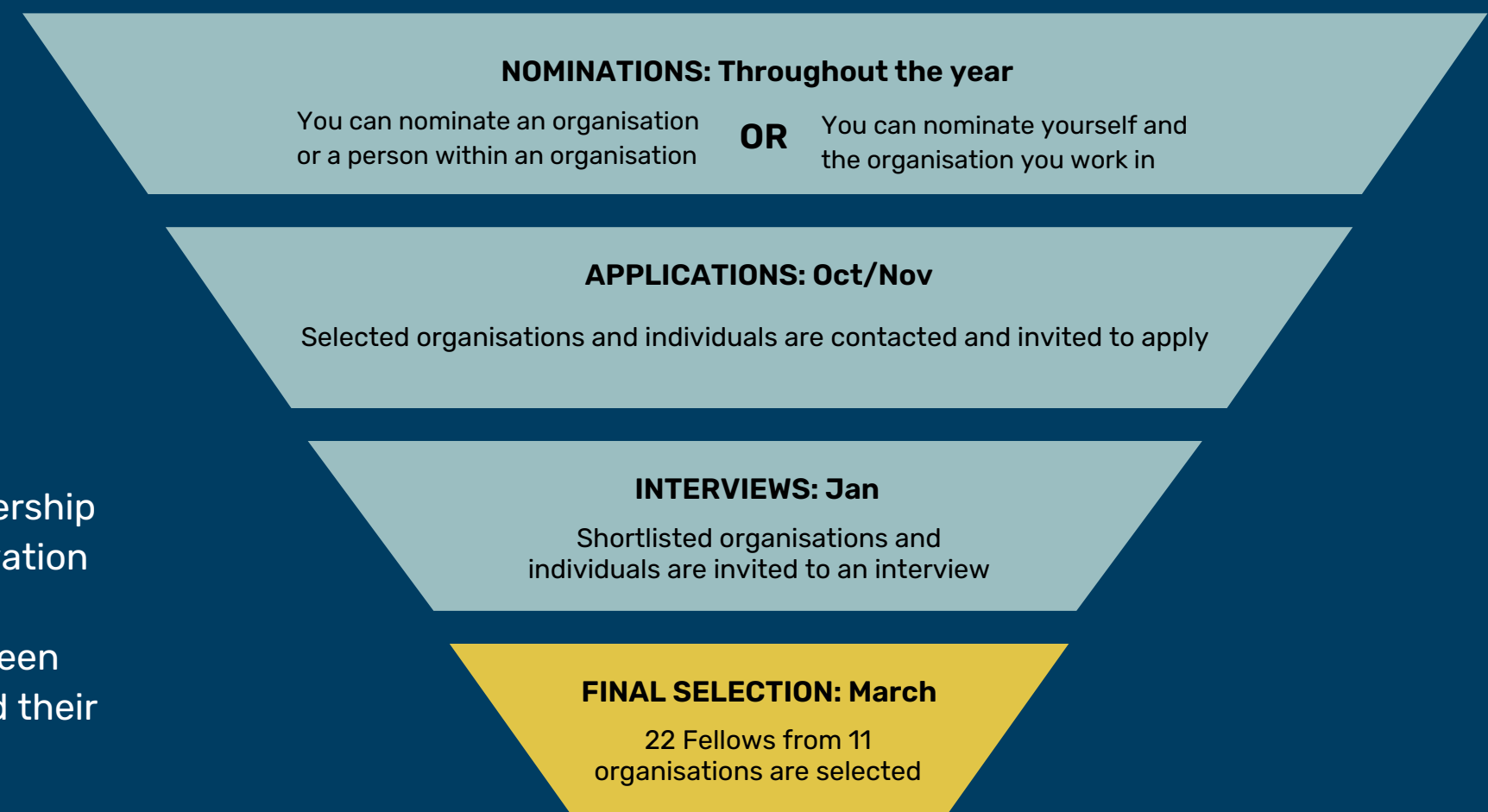
There are two kinds of nominations we accept:

1. You can nominate yourself and your organisation
OR
2. You can nominate a person and an organisation that you aren't part of but that you think will benefit from the Fellowship

To qualify:

- The organisation must be a registered NPO and the leadership team must have a desire to expand leadership and innovation skills throughout the organisation
- Potential Fellows must be employed by an NPO, be between the ages of 25 and 35 years, and have a desire to expand their leadership and innovation skills

The selection process...



[Register your interest in the Fellowship here.](#)

What does the Fellowship cost?

DGMT covers all Fellowship-related expenses during the year. This includes all costs associated with attending in-person immersive workshops including travel, accommodation and meals. In addition, Fellows who require data for the online workshops are provided with this. The cost of individual and organisational coaching is also covered by the Fellowship.

How much time should I set aside for the Fellowship?

The three immersive workshops will require approximately 14 days of the Fellow's time over the year (three 4-day workshops plus travel time). In addition, Fellows are expected to undertake fieldwork assignments and to engage in one-on-one and paired coaching throughout the year. We estimate that these additional activities will require 5-8 hours per month over the year. Some fellows have been able to weave this work into their existing workload. This depends on the kind of innovation question you choose for your case study, and how it links to your role and work in the organisation. It is important to discuss this with your director (and relevant manager) during the application process.

The organisation is also expected to participate in 3x 2-hour organisational mentoring sessions facilitated by the Fellows and supported by their coach.

Need details?

Email us at
fellowship@dgmt.co.za

As a director/manager in a civil society organisation, how would we benefit from an employee undertaking this Fellowship?

Young leaders need a supportive space for trying out new things and making mistakes. They also need the time to discover their own leadership style and how to apply this in different contexts and scenarios. The Fellowship provides the kind of safe and supportive environment for doing just this. In the process, Fellows learn how to trust their own decisions and judgement, becoming more confident in leading and in taking the kind of risks that will foster innovation and change.

They will also learn how to ask insightful questions, canvas different points of view and review multiple sets of information.

As a result, they will become more adept at managing themselves in the face of complexity and chaos, and in turn, be able to do this with others.



“Our position in the sector and how we tell our story as a whole (has changed). Our Fellow led on some of this. The thinking around innovation e.g. doing a sprint, legitimised some of our crazy ideas. We ARE innovative.”

Organisational leader

Which other organisations have already undertaken the Fellowship?

Since 2018, the Fellowship has worked with Fellows from 57 different organisations. These organisations are:





“Coming on this programme helped me think in terms of intentional innovation. First understand the box, and then think out of the box. It’s tempting to assume a situation is a certain way and then to respond accordingly, but now I think differently.

For instance, investigating social problems and working jointly on solutions with beneficiaries may be a better solution than deciding in advance what should happen.”

Marshall Rinquest, Greyton Transition Town



Fellowship Alumni Network

As of 2023, 91 Fellows have completed the 12-month Fellowship curriculum. Many of these Fellows remain connected through the collegial bonds and friendships that the Fellowship encourages.

In May 2022, we launched the DGMT Fellowship Alumni Network with the objective of creating a space and platform for Alumni to continue to grow themselves, their leadership and their practice; to be able to communicate their work to a broader audience; and to harness their efforts in the interests of broader agendas.

On completion of the 12-month programme, Fellows automatically graduate into the association.

THE ASSOCIATION PROGRAMME IS IN DEVELOPMENT BUT IS LIKELY TO INCLUDE:



PROVINCIAL MEET-UPS

In-person provincial meet-ups to renew connection and continue growing leadership and innovation skills



MASTERCLASS SERIES

Learning sessions with thought leaders and experts in the civil society sector on key topics



CURIOUS CONVERSATIONS

An informal Fellow-led platform for showcasing innovation and sharing stories

Our aim is to spark
innovation and
nurture young leaders
in South African
civil society



Register your interest in the Fellowship here.

If you have any queries, or want more information, please contact us on fellowship@dgmt.co.za.

Follow us to keep updated!

