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Public funding cuts for charities are around **£1bn per annum**

Charity Excellence
CHARITIES HIT BY RISING

Analysis **Begbies Traynor Group** About Us Our Services

Charities expect to cut headcount in the face of soaring costs
Nearly half of small charities fear risk of closure within a year
by Kavitha Sivasubramaniam | 5 Dec 2024

Civil Society
closure within a year, research says
Charity Sees 23 Jun 2025 News
Billion In Funding Cuts Report

strained to breaking point

Begbies Traynor

5

Are you seen as essential?

6

<h2 style="color: #c00000;">Order taker</h2> <p>Can you recommend a course on X?</p> <p>Can I attend your course on X?</p> <p>Can you create a course on X?</p> <p>How many people have completed module X?</p> 	<h2 style="color: #c00000;">Detective and problem solver</h2> <p>Tell me about what you do?</p> <p>What do you see as the organisation's priorities over the next two years?</p> <p>Where are the sticking points?</p> <p>What are the barriers to your success?</p> 
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The Mind Tools L&D Podcast

Podcast Episode

381 — Are you a trusted learning advisor?

The Mind Tools L&D Podcast

THE TRUSTED LEARNING ADVISOR

The tools, techniques and skills you need to make L&D a business priority

Keith Keating
Foreword by Nigel Payne

Scan me
(if you use Spotify)

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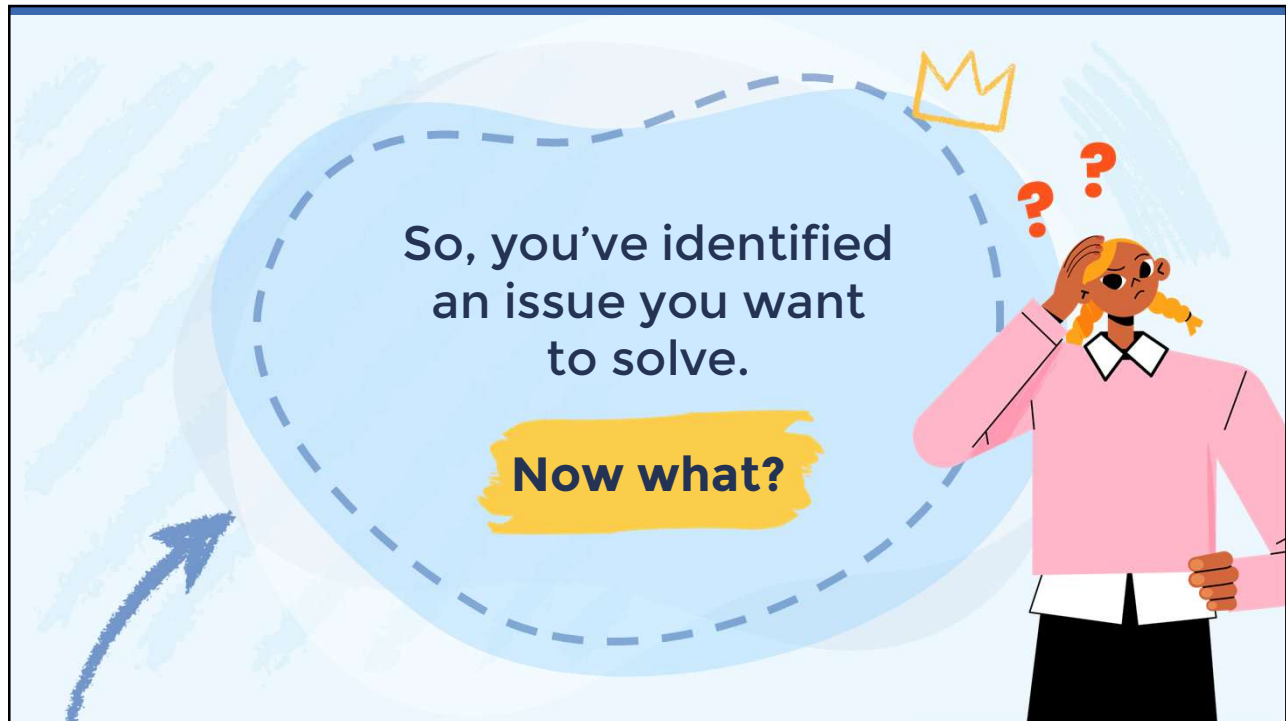
“

The most common way people give up their power is by thinking they don't have any.

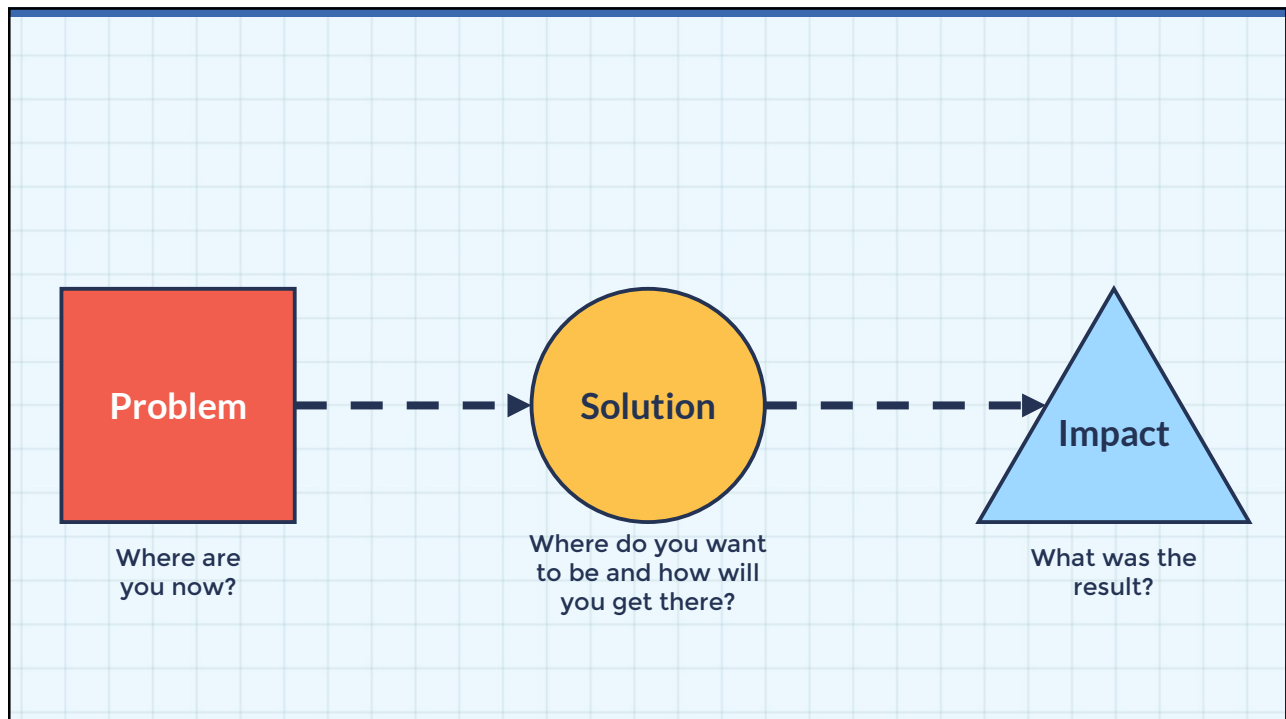
Alice Walker

”

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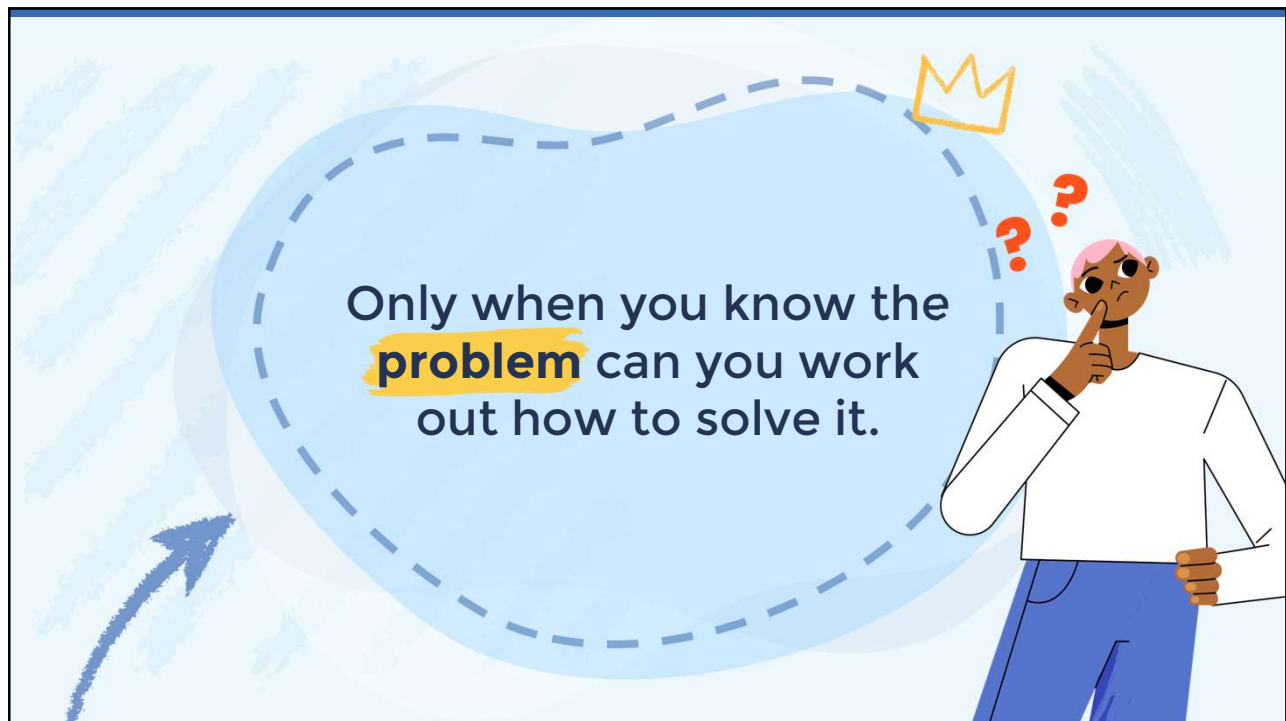
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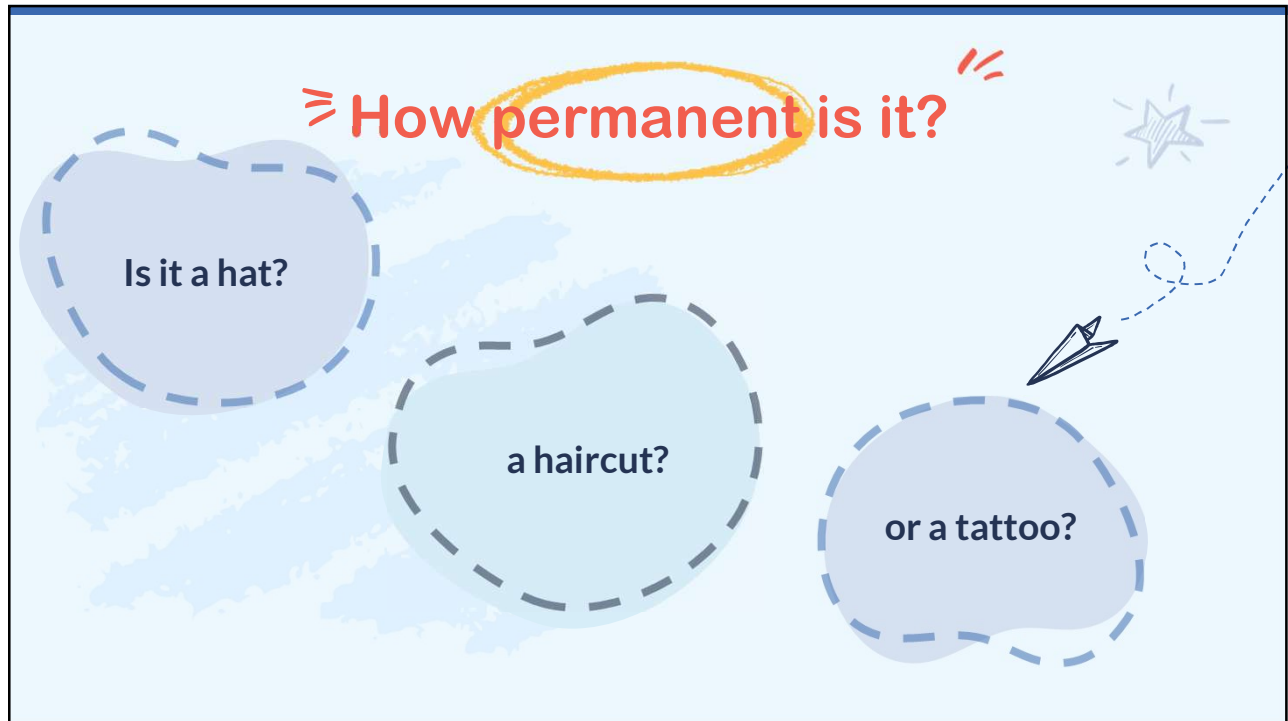
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Quantitative Data

(measurable, numbers-based)

- Performance data
- Audits
- Financial reports
- Error rates
- Risk reports
- KPIs / SLA
- Existing surveys



Qualitative Data

(descriptive, experience-based)

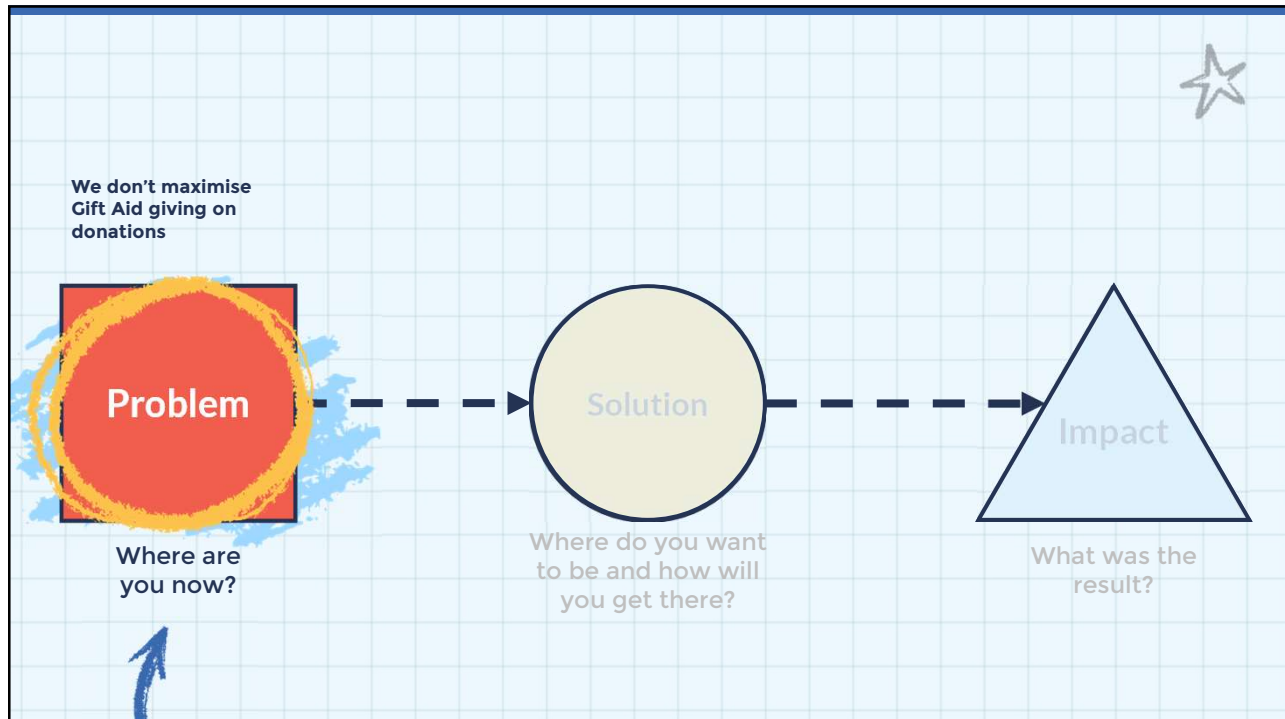
- Incident reports
- Complaints
- Feedback
- Exit interviews
- Observe behaviours



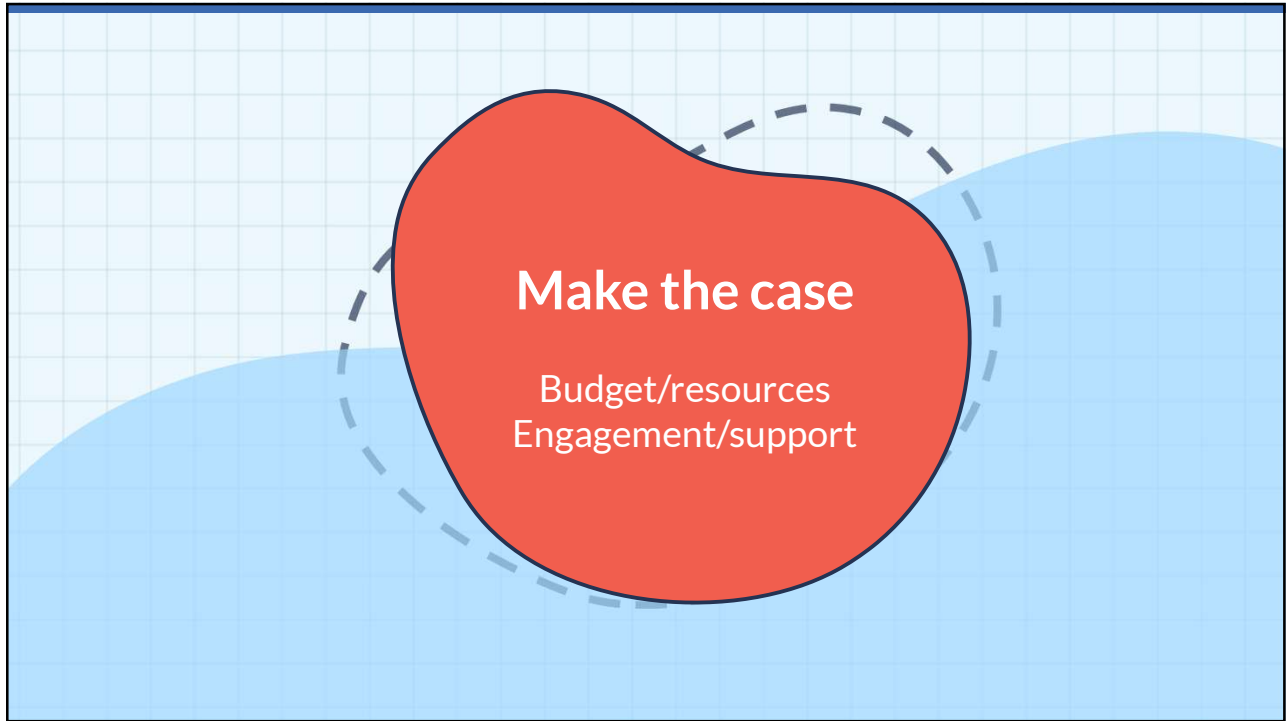
Could AI help you?



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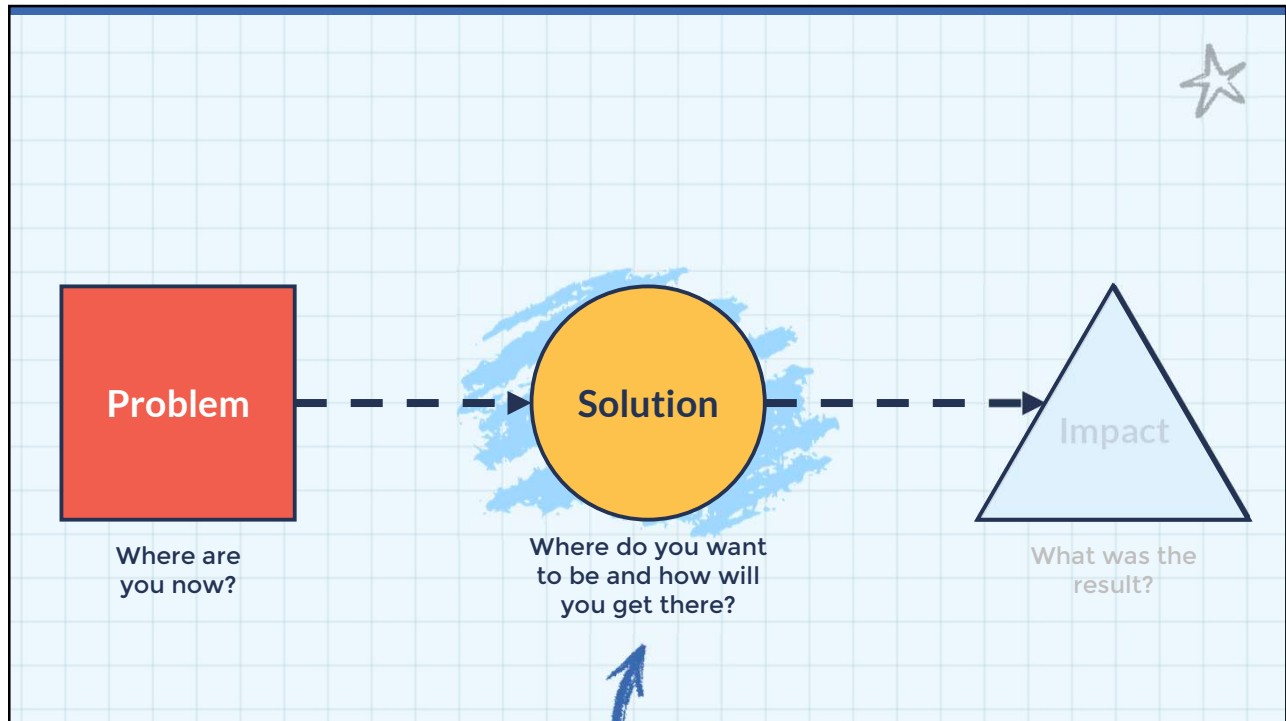
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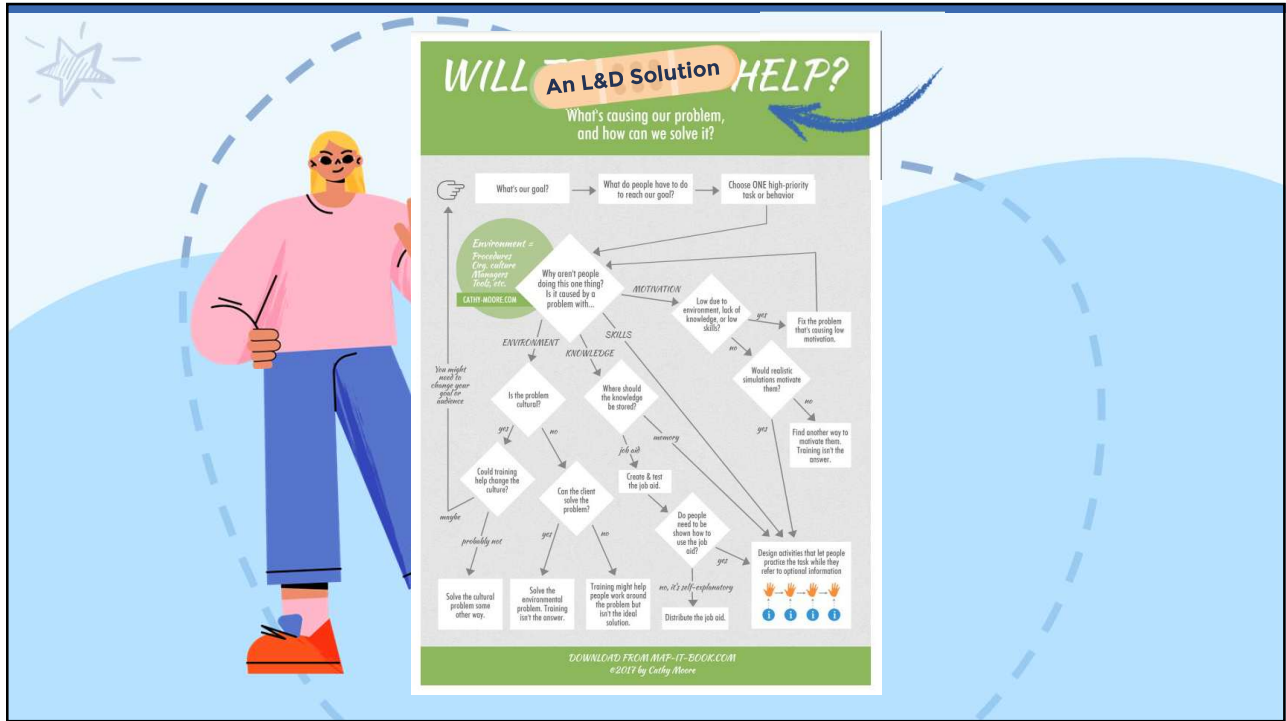


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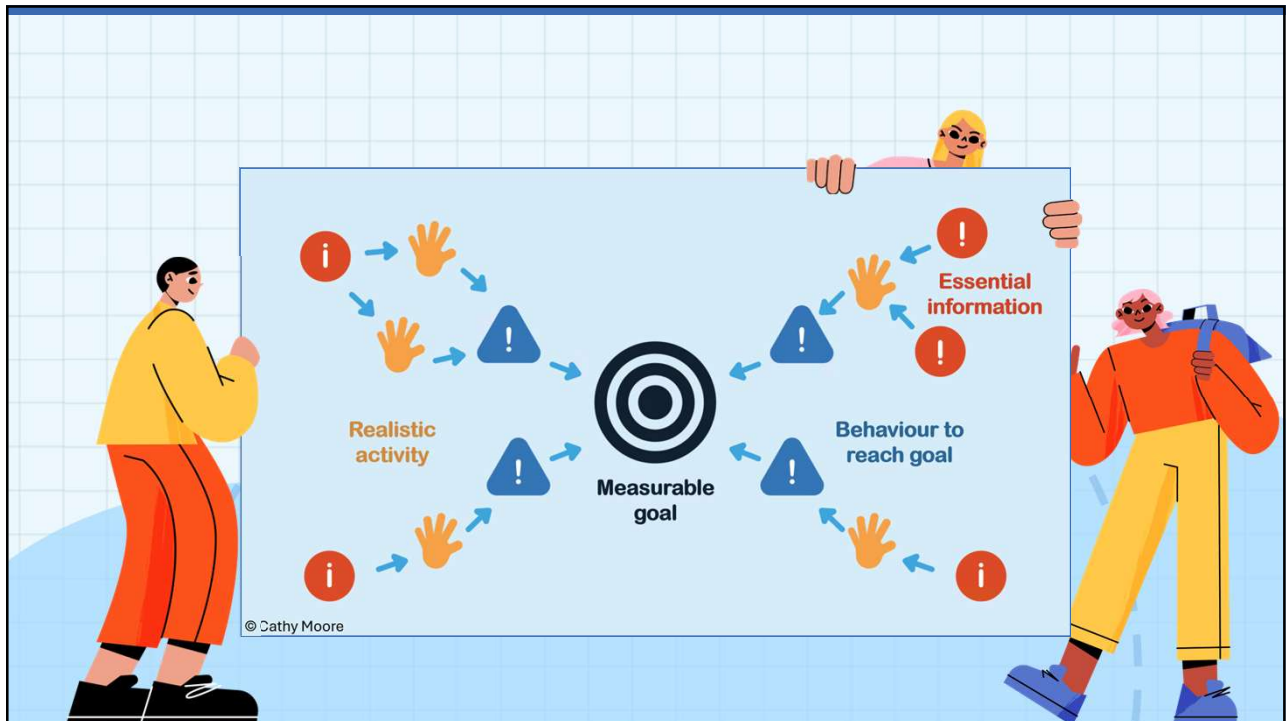
What's causing the **gap?**

1. **Capability** – Do they have, or can they develop, the necessary knowledge, skills and competence?
2. **Confidence** – Do people feel able to take action?
3. **Skill** – Do people have the ability to perform the change/task?
4. **Decision-making** – How effectively can they make the right decisions when required?
5. **Behaviour change** – Can people adapt or apply new behaviours?
6. **Efficiency** – Are they able to make the change within the constraints of the role/activity?
7. **Engagement** – Are they motivated and committed to the change?
8. **Performance** – What outcomes are they capable of achieving, and what might hold them back?
9. **Resources / Environment** – Do they have, or could they have, the tools and support needed to succeed?
10. **Consistency / Reliability** – Can they maintain the change over time?

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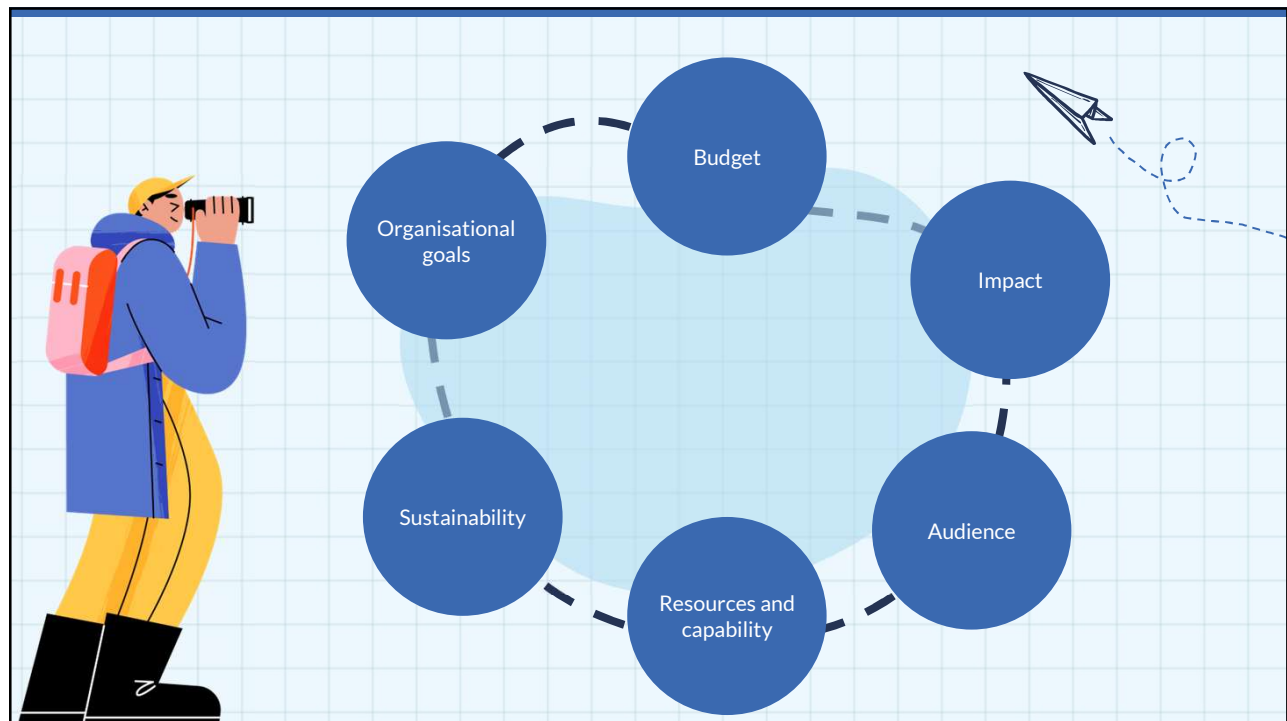
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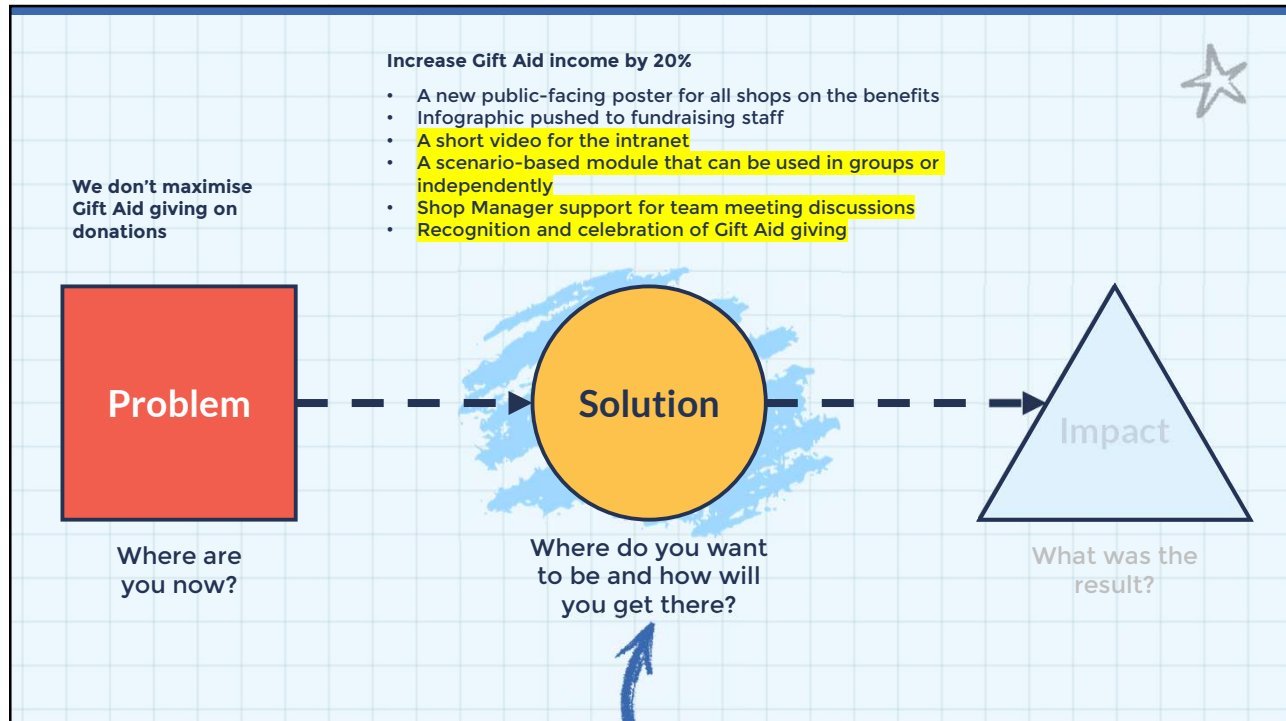
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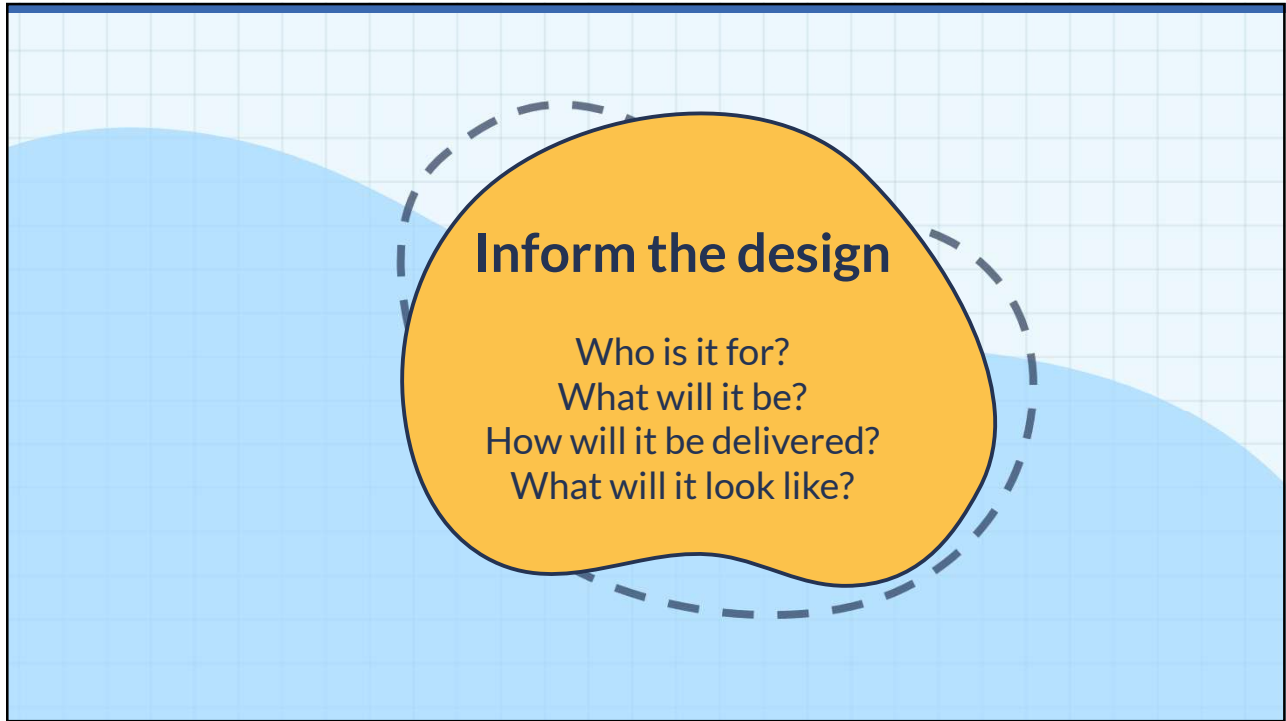
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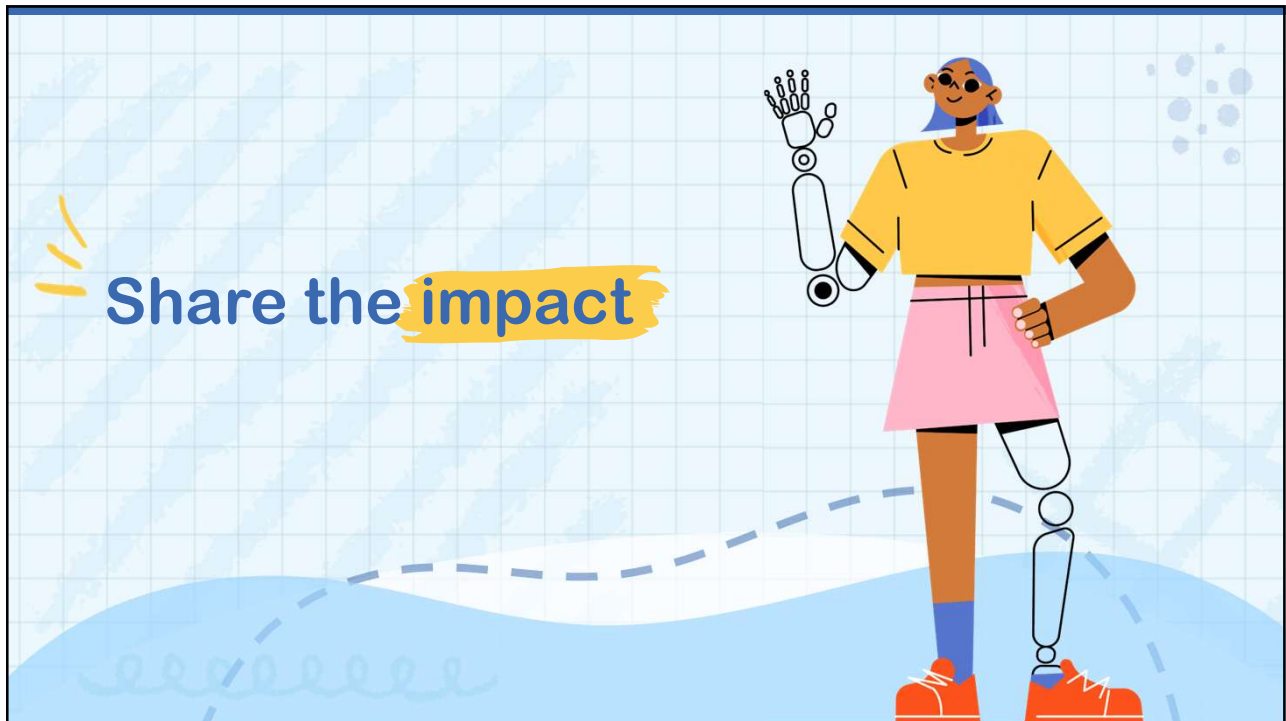
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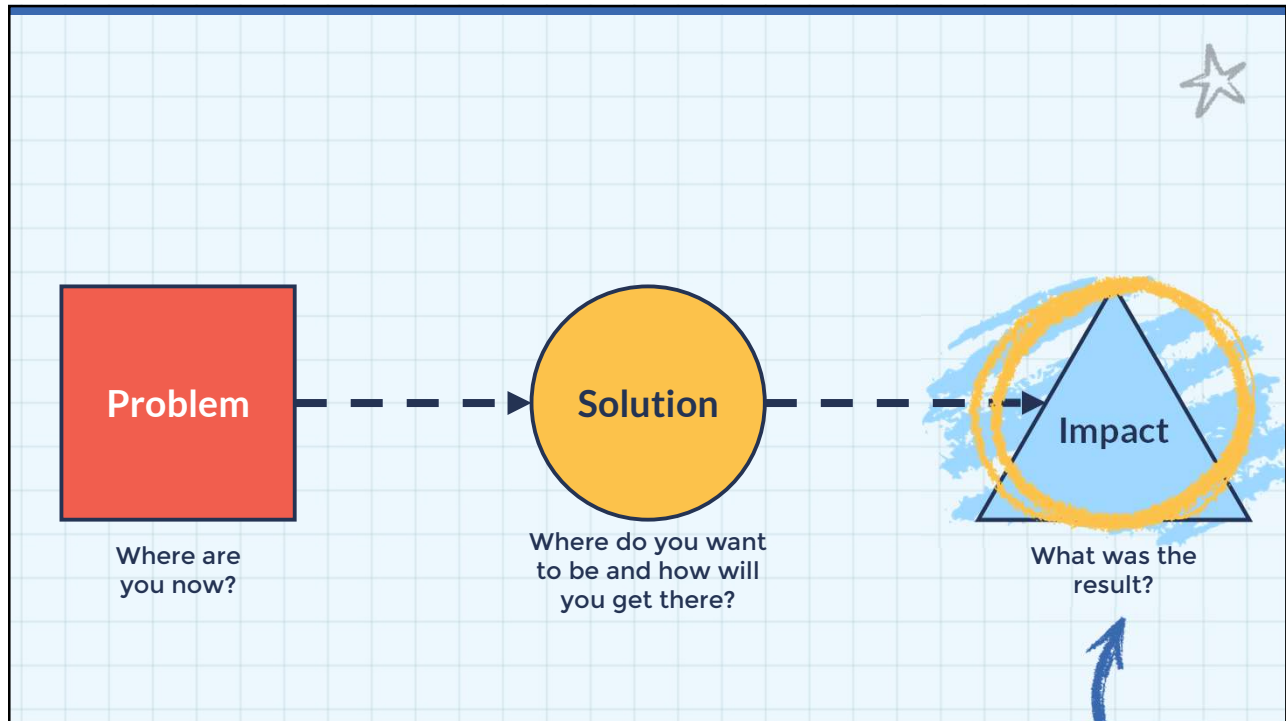
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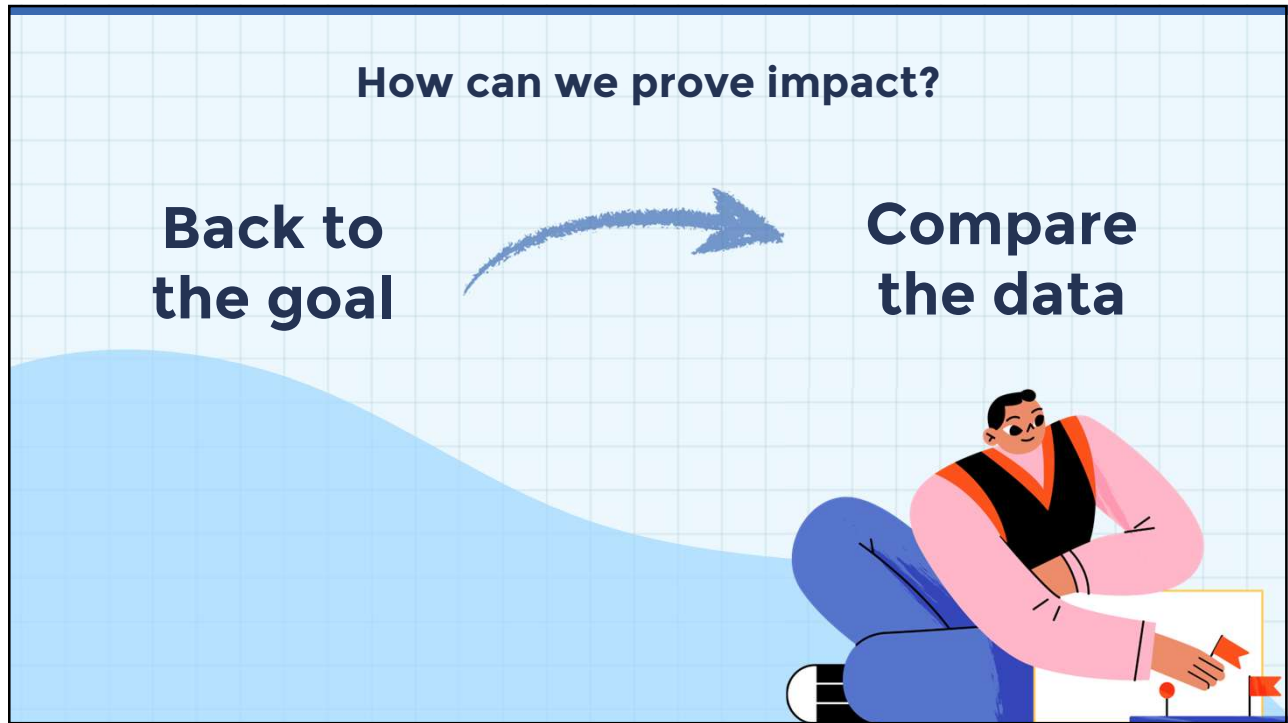
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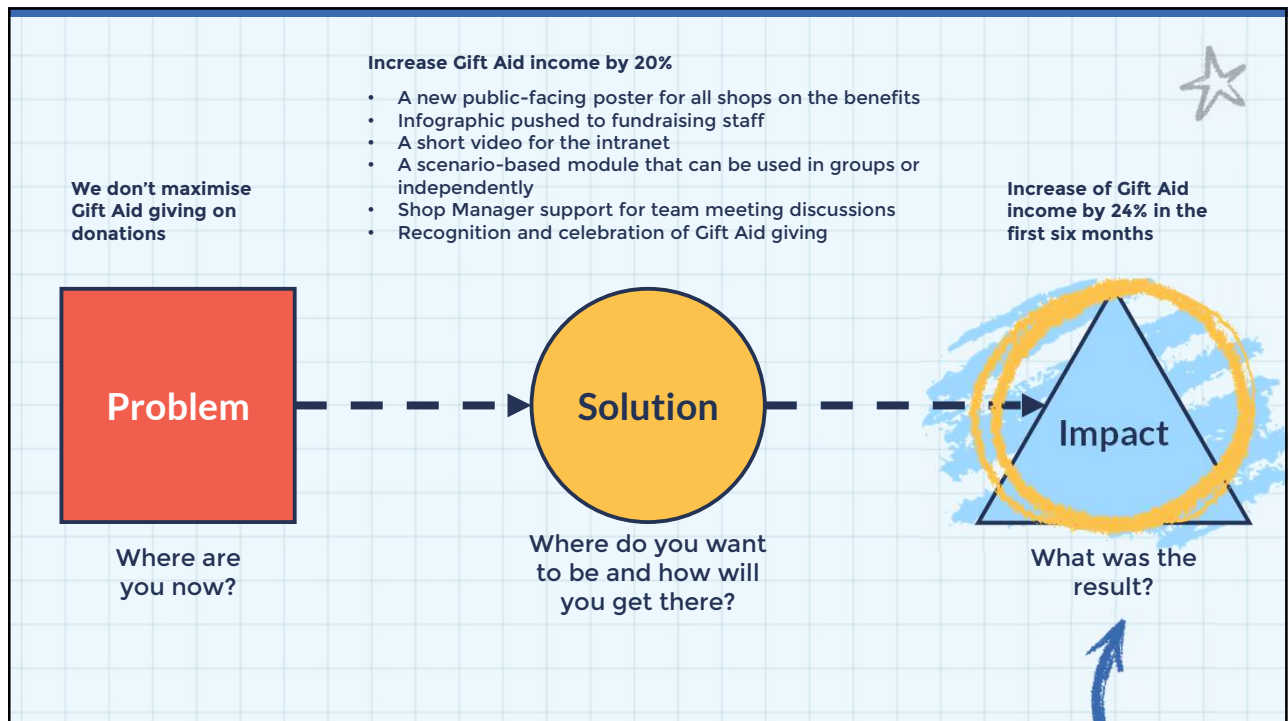
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Big shouty stuff

- Publish case studies and short stories
- Include quotes from managers and staff
- Create impact posters and push them on your internal comms
- Create an impact dashboard
- Present at team and organisational meetings
- Produce an annual report on L&D impact

Secret squirrel stuff

- Refer to impact in meetings
- Create advocates from managers and staff
- Embed impact information in other people's reports
- Encourage other people to share the success and impact
- Celebrate the success of others (lead by example)
- Through your performance discussions with senior leaders



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Success is your route to influence!

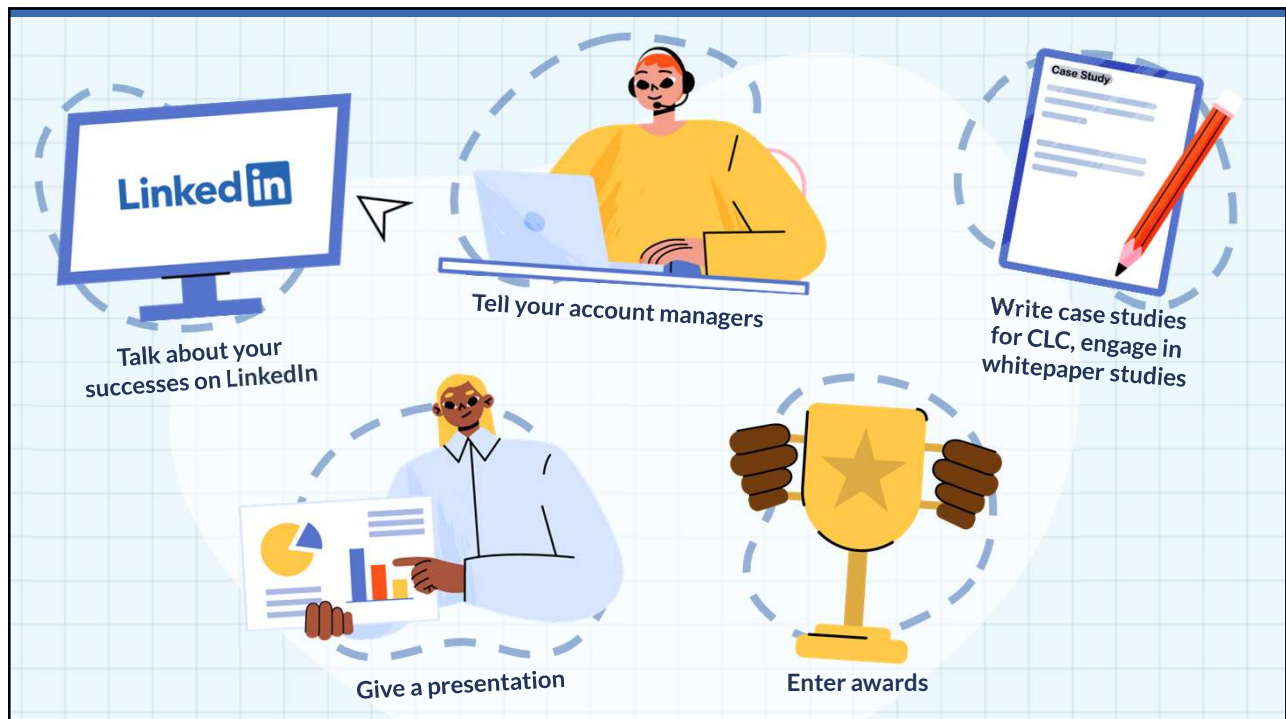
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- Keep reports short and visual
- Ensure it's interesting and engaging (use stories and quotes)
- Make data relevant to them (tie it back to what they care about)
- Talk their language, not yours

Get AI to help you!

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LinkedIn

Talk about your successes on LinkedIn

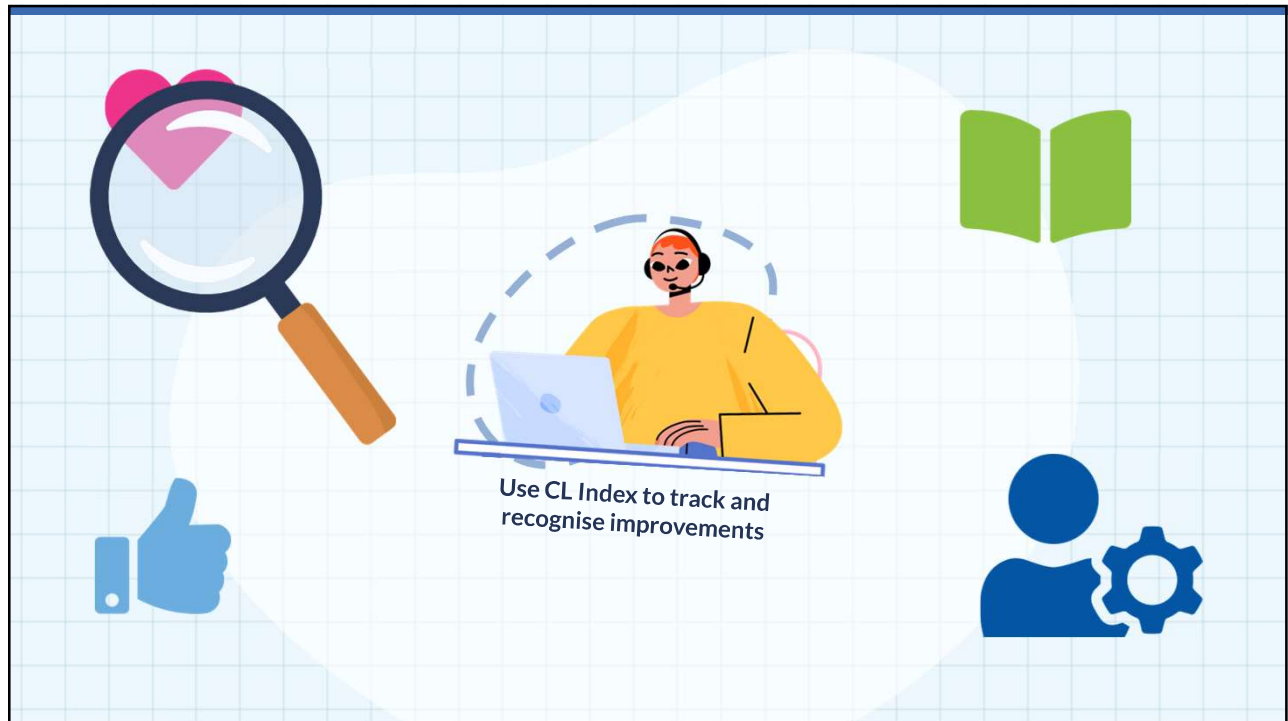
Tell your account managers

Write case studies for CLC, engage in whitepaper studies

Give a presentation

Enter awards

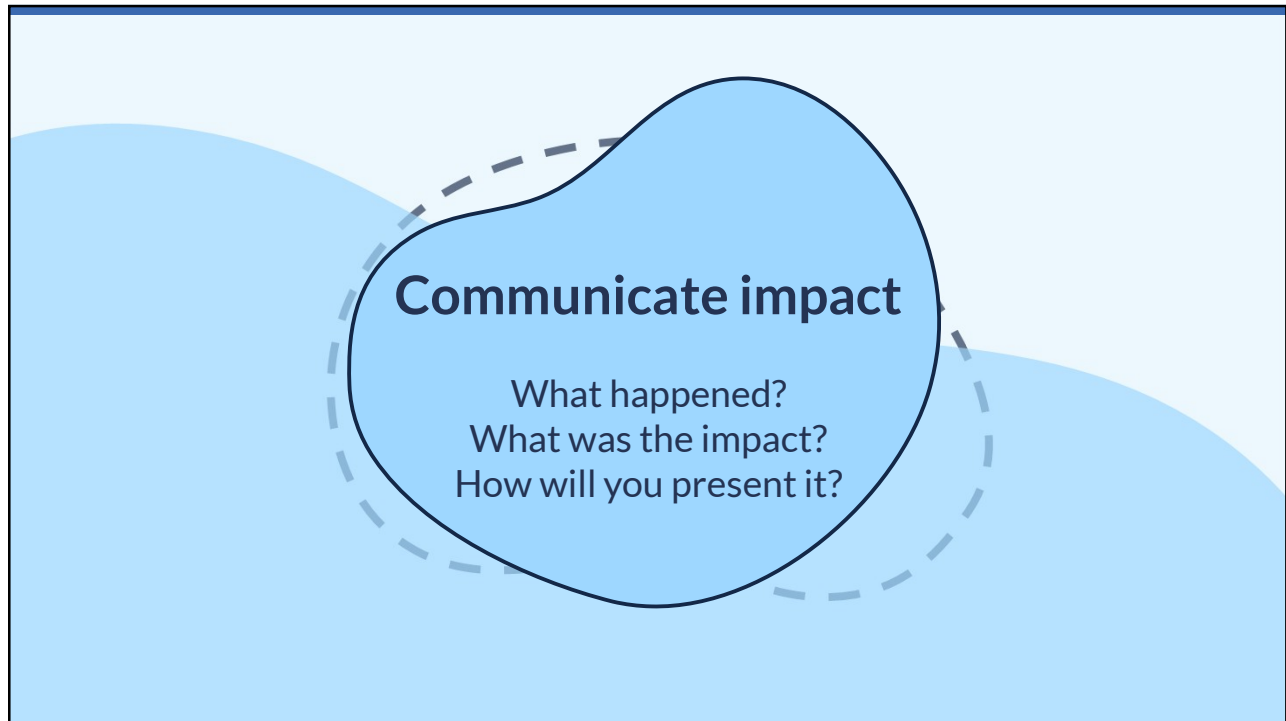
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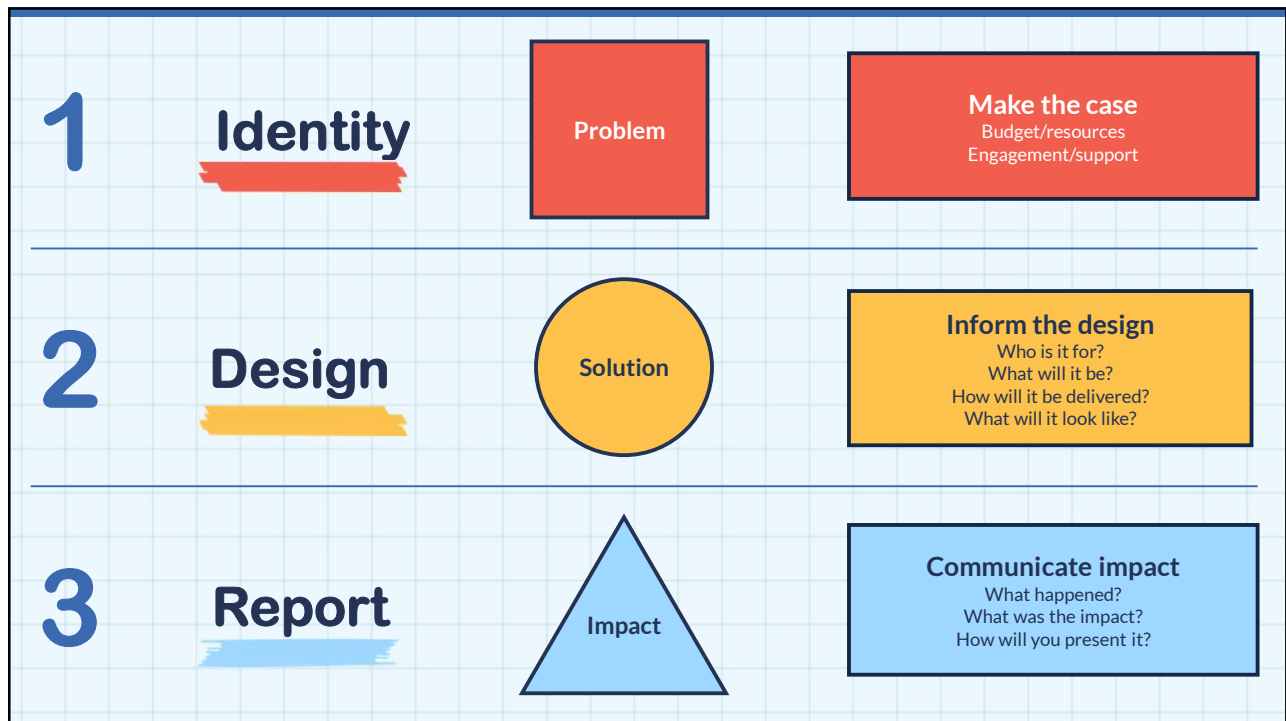
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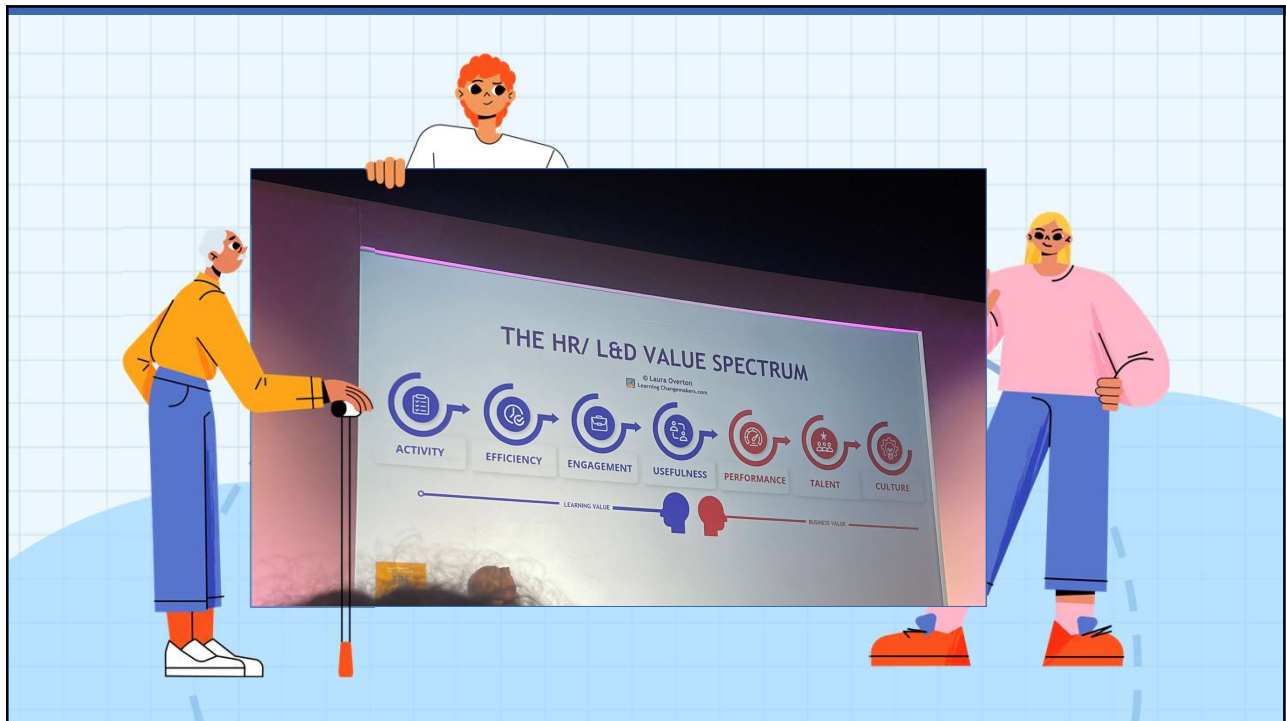
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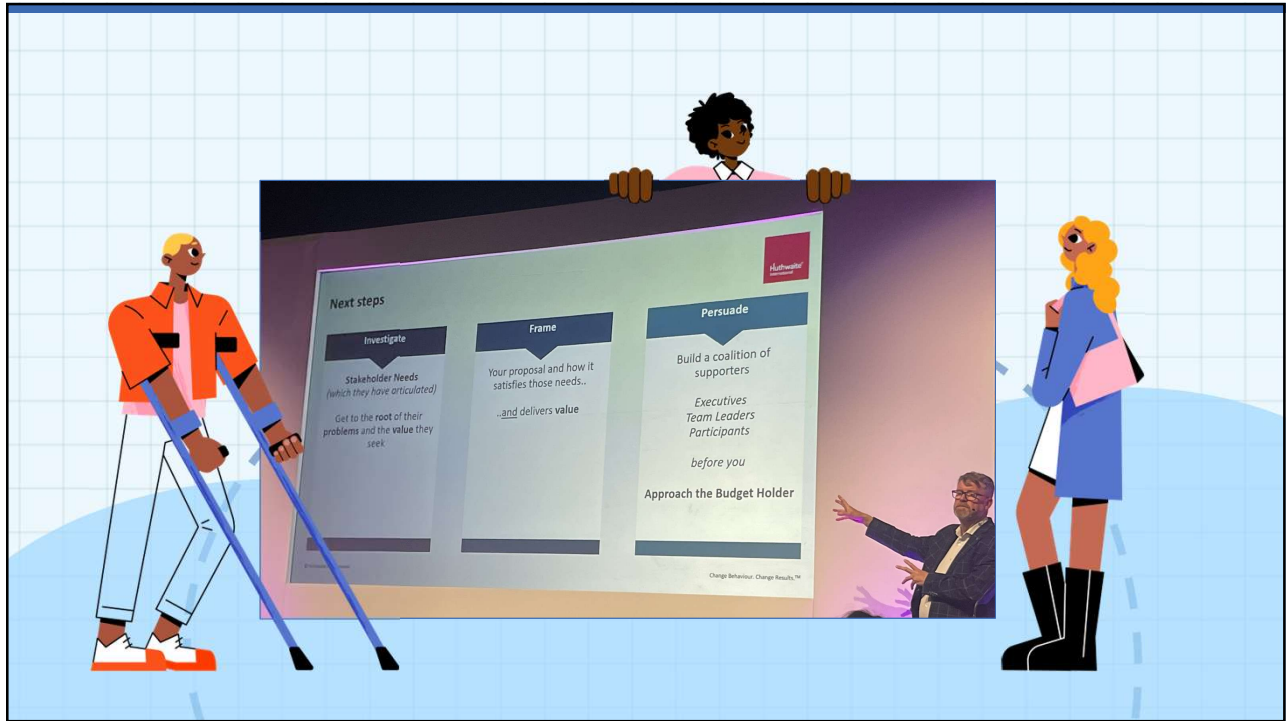
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