



EMPOWERING ENTREPRENEURS FOR CLIMATE RESILIENCE AND GROWTH

PROGRAMME SNAPSHOT

- **Client:** Ghana Climate Innovation Centre (GCIC)
- **Funder:** World Bank infoDev
- **Years:** 2017 to 2019
- **Number of participants:** 12 mentors, 12 entrepreneurs
- **Participating country:** Ghana

Building leadership and business resilience for a sustainable future in Ghana

THE OBJECTIVES

In partnership with the Department for International Development (DfID) and the World Bank, the GCIC and The Human Edge (formerly Mowgli Mentoring) launched a pilot mentoring programme to strengthen the growth and resilience of Ghana's climate-focused entrepreneurs within GCIC's accelerator programme. As an incubator, GCIC supports transformative entrepreneurs with innovative solutions to mitigate or adapt to climate change, and aims to bolster those advancing through its accelerator initiatives. This pilot was tailored to support entrepreneurs who were predominantly at very early stages of their journeys, with many still in the ideation phase. It aimed to help them "become extraordinary" and "lift the glass ceiling" on their growth potential, focusing on two main objectives:

1. **Support entrepreneurial growth and leadership:** provide Ghanaian entrepreneurs with holistic support by pairing them with trained mentors to address both personal and professional challenges, facilitating business resilience, and empowering them to scale climate solutions effectively.
2. **Build capacity in mentoring programmes design:** equip GCIC with an understanding of mentoring, how to design impactful, high-level mentoring initiatives and how to run them.

THE CHALLENGE

As Ghana faced pressing climate challenges impacting agriculture, energy, and economic stability, the need for sustainable solutions grew urgent. GCIC recognised that while local climate-focused entrepreneurs had the potential to become extraordinary leaders in climate resilience, they often lacked the confidence, know-how, skills, and networks to scale effectively. The GCIC Entrepreneur Mentoring Programme was designed to address these gaps, embedding mentoring within GCIC

to empower entrepreneurs with the support and resources they needed to thrive amidst these challenges.

OUR APPROACH:

The Human Edge led a 6-month mentoring programme tailored to address both personal and professional needs of climate-focused entrepreneurs, with support from GCIC. Key phases included:

Mentor Training

Providing participants with the skills to mentor effectively in areas spanning personal confidence to strategic business scaling.

Matching

Facilitating thoughtful mentor-mentee pairings that foster relationship building, constructive feedback, and growth.

On-going Support

Providing continuous guidance, capacity building and support to participants to ensure the long-term success and sustainability of mentoring relationships.

Capacity building

Empowering the GCIC staff to design, manage and sustain effective mentoring programmes beyond the pilot.



536 hrs

hours of mentoring volunteered



45 hrs

average hours per mentor in the 6 months

**KEY OUTCOMES FOR MENTEES
AFTER 6 MONTHS OF PROGRAMME**

General Impact



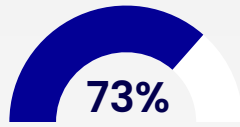
would recommend The Human Edge experience to others



of mentors would recommend The Human Edge programme to others



said the programme was beneficial to them and their business

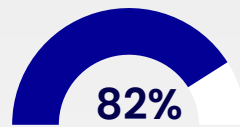


would consider becoming a mentor in the future

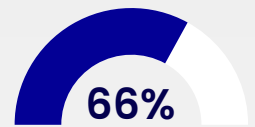


I got involved in [The Human Edge] Mentoring Programme because I felt I lacked the confidence to approach, negotiate and schedule appointments with key personnel who matter in my business. The journey has helped improve my interpersonal skills and the zeal to create networks for sustained business
Lincoln Peedah, Entrepreneur (Neat Meat Enterprises, Neat Eco-Feed)

Personal Growth and Strengthening of Leadership



believe the programme strengthened their network



have increased confidence and feel less hesitant to reach out for help

Higher confidence levels

In their personal development skills such as :

- ★ Creative problem solving (+25%)
- ★ Networking (+20%)

In their personal development areas such as:

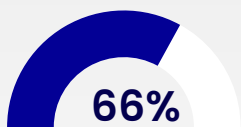
- ★ Overcoming fear of failure (+10%)
- ★ Ability to develop trusting relationships (+10%)



There has been improvement in our financial record keeping. We have been able to develop a strategy for each of our customer segments. My mentor has equipped me with the skill of paying attention to details.
Enoch Boadu, Entrepreneur (DAS Biogas Construction Ltd.)

KEY OUTCOMES FOR MENTEES AFTER 6 MONTHS OF PROGRAMME

Business Growth, Sustainability, and Success



66% of business have moved to a new development stage, which includes 2 moving from ideation to validation, and 4 from validation to commercialisation. The same proportion of entrepreneurs 66% said they have increased knowledge of the market



50% of entrepreneurs now have a business at the commercialisation stage and generating sales

100%

of participants have increased their confidence in operating efficiently and in improving their financial security and sustainability

45%

feel more supported by and connected to other entrepreneurs

36%

feel they have gained additional technical expertise

Economic Growth, Job Creation and Retention



100% of full time equivalent jobs were retained

8

full time equivalent jobs were created by very early stage entrepreneurs

Mentoring played a critical role in helping early-stage start-ups progress and grow by building their confidence, clarifying their vision, determining their goals, and establishing robust frameworks to adapt to regional challenges.

Given the higher failure rates in Sub-Saharan African start-ups, this programme highlighted mentoring's essential role in enabling operational stability and longevity, ultimately laying the groundwork for long-term business growth, strengthened entrepreneurial leadership and potential economic impact.

Interested in investing in the entrepreneurs and leaders shaping climate solutions or enhancing leadership development within your entrepreneurship support organisations or network?

Contact us now!