

# Frequently Asked Questions (FAQs)

## 1. Can one organization put in more than one application?

Yes, ANDE will accept up to two participants from selected organizations, but **at least one applicant** should be in a decision-making role in their organization.

## 2. Does ANDE have any scholarships? If any, what are the eligibility criteria applied?

While **ANDE members and partner referrals** receive a preferential rate of participation fee, we do not offer scholarships. However, scholarship availability may vary depending on local partners and resources. We recommend checking the specific country's program webpage for more details.

## 3. My organization is not registered in any of the countries stated but has operations in at least one of them. Am I still eligible to apply?

Yes, your organization is eligible to apply as long as it operates in one of the participating countries. However, participants are expected to commit to attending all sessions, both in-person and virtual, to ensure maximum effectiveness and to receive the certificate.

## 4. Do I have to be an ANDE member to apply for SCALE 360?

No, both ANDE members and non-members are welcome to apply.

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## 5. I am an SGB / funder / investor, can I apply?

No, SCALE 360 is exclusively intended for organizations that offer business development programs, including established programs seeking to assess their practices against industry benchmarks as well as new programs seeking to build their model based on evidence.

If you are an entrepreneur, you cannot apply, if you are either working for a funder or investor having a business development services arm, you are eligible to apply.

## 6. Can you please explain how my organization can benefit from SCALE 360?

- The SCALE 360 program brings together cohorts of selected participants for an immersive learning journey which will provide detailed guidance on applying the SCALE 360 principles, designed in collaboration with local ANDE members and partners. You can expect:
  1. Benchmarking current practices: evaluate and improve your existing approaches through an assessment which allows you to benchmark your practices against peers.
  2. In-depth workshops: Gain practical insights and tools through expert-led sessions on topics such as rigorous selection, charging participants fees, impact measurement, and building engaging program content.
  3. Facilitated peer mentoring and learn from fellow professionals who face common challenges and learn about solutions tested by other BDS providers.

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7. Could we access the pool of SCALE 360 participants to reach out for potential collaboration?

Yes, ANDE will compile a directory of participating organizations and can facilitate connections upon request.

8. What are the commitments required from participants?

Participants are expected to attend all sessions, both in-person and virtual. As peer learning is a key component of the program, they should actively engage, share their experiences and insights, and be open to learning from peers. Additionally, the **flipped classroom format requires participants to review pre-reading materials before each session.**

9. Do I get certification up on completion of SCALE 360?

Yes, participants who complete the program and **meet the full attendance requirement** will receive a certificate.

10. Do I receive a copy of the curriculum?

Slide presentations will be shared with participants after each session. Participants can share and use the slides internally within their organizations.

11. Do you deliver SCALE 360 in other languages?

It is conducted in English unless otherwise specified for specific iterations.