



ACKNOWLEDGEMENTS

British Council would like to acknowledge the effort of **Reach for Change** in developing the curriculum and the following hubs; HapaSpace, MDF West Africa/InnoHub, Kumasi Hive, Impact Hub Accra, University of Energy and Natural Resources Entrepreneurship Center, GrassRoots Hub and ZongoVation Hub and the following consultants; Gabriel Kofi Ayiglo, Daniel Lukwago, George Kofi Amoako, Yvonne Wallace – Bruce, Karen Ofori – Attah, Neil Armstrong – Mortagbe and Sandy Kojo – Andah, for their contribution to the development of the curriculum.



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PREFACE

The present material forms part of a British Council Skills and Enterprise programme. The materials complement a face-to-face programme, and while we have tried to be as complete and self – contained as possible, some elements of the materials may only fully make sense in context of the face-to-face programme, when the use of the materials is supported by a facilitator.





AGENDA

SESSION 1: Overview

SESSION 2: Entrepreneurial mindset

SESSION 3: Seeking and identifying business opportunities

1. Risk and Return

SESSION 4: Evaluating market opportunities

SESSION 5: Summary and key takeaway





Session 1: Overview





Overview of program

Entrepreneurship Bootcamp

Gives you all the basic skills you need to start and grow a business without any further financial support. Incubation

Additional support for those who show the most promise from basic training Acceleration

Additional support and funding for those who show the most promise from incubation

After Module 5 you will each have an opportunity to pitch for 3 mins for a spot in the Incubator.





Session 2: Entrepreneurial mindset





Video

The program begins with reviewing the success story of an existing entrepreneur. Find and watch the helpful videos on the British council website.

Alternatively you can invite a successful entrepreneur and interview them to learn from their journey, understand the mindset and behaviors that contributed to their success and what steps they took to launch and grow.





Discussion

What are the key things that enabled these entrepreneurs to launch and succeed?





What does it take for an entrepreneur to succeed?

- Research done by behavioural scientist David McClelland identified 10 entrepreneurial competencies for success.
- They are a set of attitudes, behaviors and qualities entrepreneurs should have.
- Let's learn more and evaluate which ones you need to develop.





Entrepreneurial Competencies The 10 Competencies

1. Opportunity-seeking and initiative

Entrepreneurs seek opportunities and take the initiative to transform them into business situations.

2. Persistence

When most people tend to abandon an activity, successful entrepreneurs stick with it and pursue till they succeed.

3. Commitment

Entrepreneurs keep their promises, no matter how great the personal sacrifice.

4. Demand for efficiency and quality

Entrepreneurs try to do something better, faster or cheaper.

5. Taking calculated risks

Taking calculated risks is one of the primary concepts in entrepreneurship





Entrepreneurial Competencies The 10 Competencies...continued

6. Goal setting

This is the most important competency because none of the rest will function without it. Entrepreneurs set targets and objectives which are relevant to the growth and success of their businesses.

7. Information seeking

Entrepreneurs research for information regarding their markets (i.e. clients, suppliers, technology and opportunities).

8. Systematic planning and monitoring

Systematic behaviour means acting in a logical way. Planning is deciding what to do. Monitoring means checking.

9. Persuasion and networking

Entrepreneurs influence other people to buy into their ideas or businesses or do something for them.

10. Self-confidence

Entrepreneurs have a quiet self-assurance in their capability or potential.

Exercise 1.1: What does it take to succeed as an entrepreneur

1. Rate yourself on a scale of 1 - 5 where 1 = poor 5 = excellent

Entrepreneurial Behavior	Rating
opportunity seeking & initiative	
Persistence	
Commitment	
Demanding for efficiency & quality	
Taking calculated risk	
Goal setting	
Systematic planning & Monitoring	
Persuasion & Networking	
Information seeking	
Self Confidence	

Exercise 1.1: What does it take to succeed as an entrepreneur

2. What three behaviors do you need to work on building.

3. What actions will you take to develop these behaviors during this workshop and after this workshop.





Session 3: Seeking and identifying business opportunities





 A. Needs in your community what unmet needs do you see in your community e.g. inconsistent supply of a product e.g. bread, eggs, laundry services. 	 B. Your Skills What skills do you have that could be used to produce a product or deliver a service e.g. baking, accounting,
 C. Availability of Training/Mentors etc. Can you identify training, mentors that could help you develop the skills needed to succeed at this business. 	 D. Good Market Is the market a good one, large enough with high chances of success. See section 4 for more information on evaluating market opportunities.





Exercise: Identifying opportunities

List some opportunities that you could research further.

A. Needs in your community	
B. Your Skills	
C. Availability of Training/Mentors etc.	





Some tips for identifying opportunities

- Walk around your community and observe what businesses have long queues? What products and services are your family and friends struggling to find? What are people complaining about?
- Talk to potential customers and others Talk to your neighbors and friends. What are their needs? What frustrates them about their current service or product options?
- Look at your potential competitors and partners What are they doing? What are their needs? Are there any opportunities to partner and provide them with a product or service?





Some tips for identifying opportunities

- **Research** Search online for businesses whose products and services address the needs you have identified and understand what they do. Read the newspaper and online news for information about government programs, industry news and information that could point to an opportunity. Follow the relevant people and industry experts on social media to keep yourself up to date with the current trends of your business.
- **Networking -** Attend events for startups and any events about the opportunities you are exploring and talk with other successful business people. What opportunities do they see that could be a good fit for a person like you?





Session 4: Evaluating market opportunities

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 So you have a business idea that addresses the needs of some customers but how do you know the market is good and your chances of success are high?





What makes a good market opportunity?

Customers

- Unmet needs
- Many: Big market size
- Customer easy to reach

Product/Service

- Meets the customers need,
- Easy to use or switch to
- Benefits to customer (Value Proposition) clear and simple.

Competition

- Limited competition
- Low barriers to entry
- Ability to differentiate from competition.

Financial

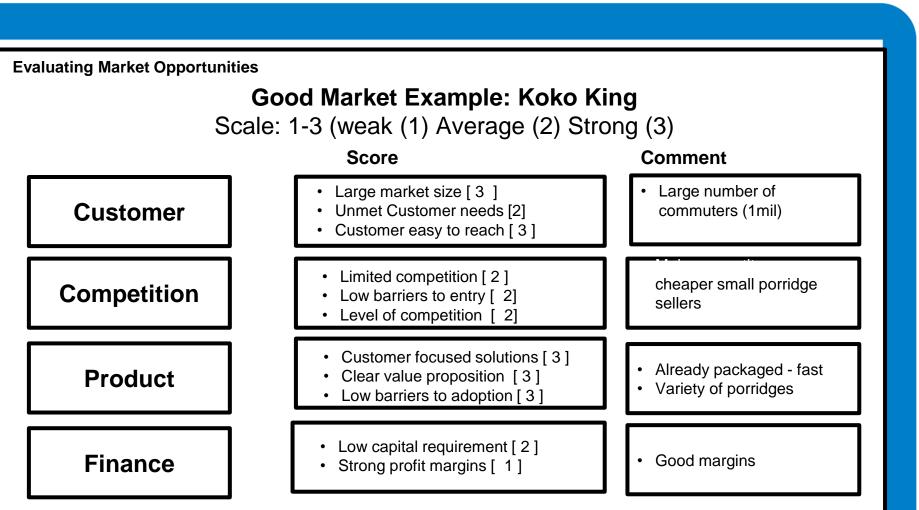
- Low Capital Requirement
- Strong Profit Margins

www.britishcouncil.org

What makes a good market opportunity is adapted from the the startup scorecard and is licenced under the creative commons 22 Attribution-Share Alike 3.0 unported License. Visit <u>http://smarterstartup.org/framework/startup-scorecard/</u> for the original version



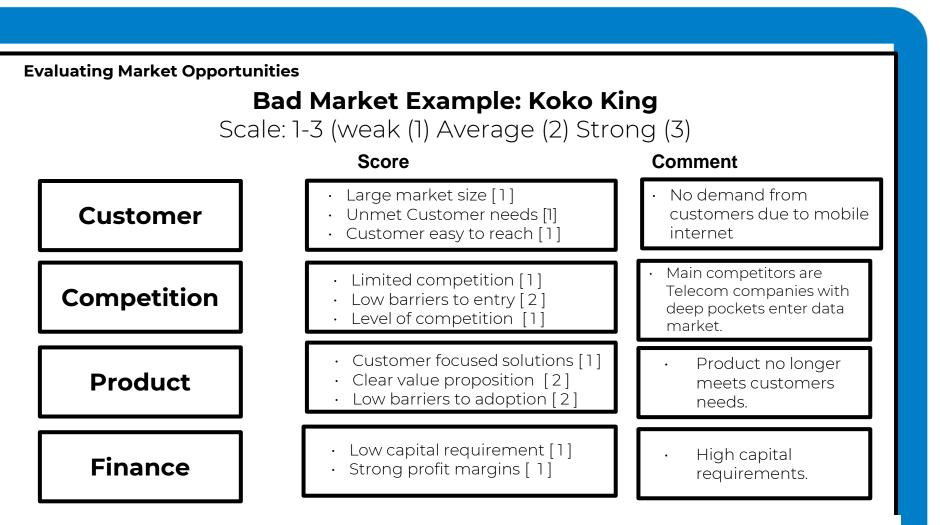




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Risk & Return

One important point to consider when evaluating market opportunities is the relationship between risk and return.

- The higher the return, the higher the risk.
- It is important to understand the risks of your potential business so you can plan adequately to reduce the risk and prevent unwanted events.





Risk and return

An example:

Farming of vegetables in Ghana can provide high margins in a short time-frame compared to farming of tree crops.

However the short time to maturity means that there is an increased risk of not being able to sell all your products.

To mitigate this risk you can begin to market your products and secure buyers even before planting.

www.britishcouncil.org Evaluating Market Opportunities is adapted from the StartUp Toolkit by Reach for Change and is licenced under 26 the creative commons Attribution-Share Alike 3.0 unported License.





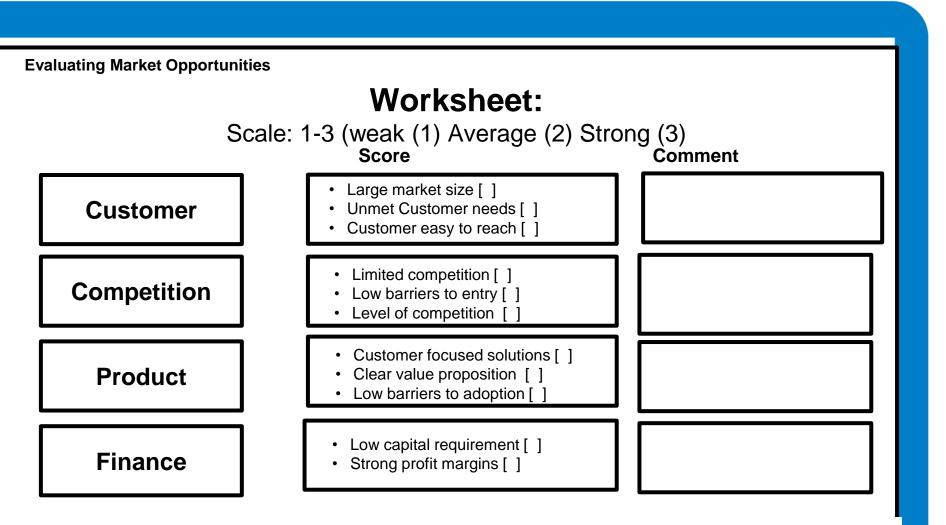
Exercise 2.4

Using information from this session, evaluate how good the market for your product or service is using the scorecard in the next slide.

Update your pitch to highlight the market opportunity: need and size.







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Discussion

Discuss with a partner the market opportunity for your product or service. Is it a good market? Are there other factors to consider in assessing the market opportunity?





Decide on your business idea

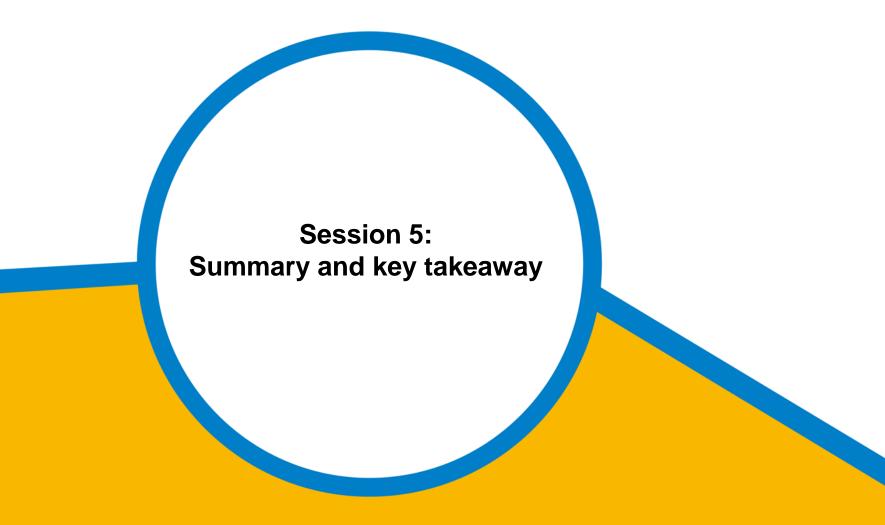
For the exercises in the rest of the program you will be using an actual business - either one you are currenting operating, or one that you intend to launch.

Pick a business idea to work on during the program, based on the research you have done on business opportunities. It needs to be one in which you can find key information such as the cost of raw materials and equipment within the timeframe of the program.

If you have not identified a business opportunity yet, then pick a business you are familiar with such as a business run by a friend or family member.











Assignment

Start working on the 3 things you decided to begin to do to build a stronger entrepreneurial mindset in yourself.

Research the business opportunities you have identified and decide on one.

"Whether you Think You Can or You Think you Can't You are Right"

Henry Ford





AGENDA

SESSION 1: Let's design a product!

SESSION 2: Build fast, learn fast

SESSION 3: Designing your product

- 1. Recap of product/service design
- 2. Who are your customers?
- 3. Exercise: Who are your customers?
- 4. Testing your assumptions
- 5. Exercise: Design your product

SESSION 4: Summary and key takeaway





Session 1: Let's design a product







Let's design a product

The following wallet exercise has been designed to practically help you see a proven process of designing products, services and business processes that meet customer and business needs.

The most important part of designing for someone is to understand who they are and how they feel (gain empathy) for that person.







Let's design a product!

The Challenge:

Design a **USEFUL** & **MEANINGFUL** wallet or purse for your partner.







Let's design a product

- 1. Interview: "As a starting point, ask your partner to walk you through the contents of their current wallet or purse."
- When do they carry their wallet or purse?
- Why do they have a particular thing in there?
- What do the things in their wallet tell you about their life?"







2. Dig deeper: ask more questions about how they feel and what is important to them.

- "Ask 'WHY?' often"
- "Forget about the wallet, try to understand their stories, feelings, and emotion."







- **3.** Capture findings:
- What are his/her needs related to his/her wallet and life.
- What Insights' i.e. things have you learned about your partner that can help you design a wallet that is useful and meaningful.







- 4. Decide what problem or need you will work on:
 - What do you think their most compelling need is that your wallet will attempt to address?
 - What is the most interesting thing you have learned about them that will inspire this new wallet design?







5. Sketch your ideas: sketch ideas on how your wallet can meet his/her needs:

- The crazier the idea the better
- This is not time to evaluate ideas but to get as many as possible







6. Share your ideas and ask for feedback.

- Listen to your partners reactions and questions.
- Learn more about your partner's feelings and motivations from his reactions to your ideas.
- You don't need to defend your ideas if he/she doesn't like them. Try and understand why?







- 7. Think about the feedback and generate an updated solution.
 - Think about what you have learned both about your partner, and about the solutions you generated."
 - "From this new understanding of your partner and his or her needs, sketch a new idea."
 - This solution may be a variation on an idea from before or something completely new.







Build and test a sample wallet

- Use the ideas you sketched to build a sample wallet.
- Incorporate the feedback from your partner.
- Remember the task is to create a USEFUL and MEANINGFUL wallet or purse.
- Share your sample with your partner and get their feedback.
- Do they like it? Do they hate it? Why?







Discussion:

Who really likes their wallet?

Who doesn't like their wallet at all?

Discuss why.







Discussion

- "How did talking to your partner inform your design?"
- "How did testing and getting feedback impact your final design?"
- "What was the most challenging part of the process for you?"







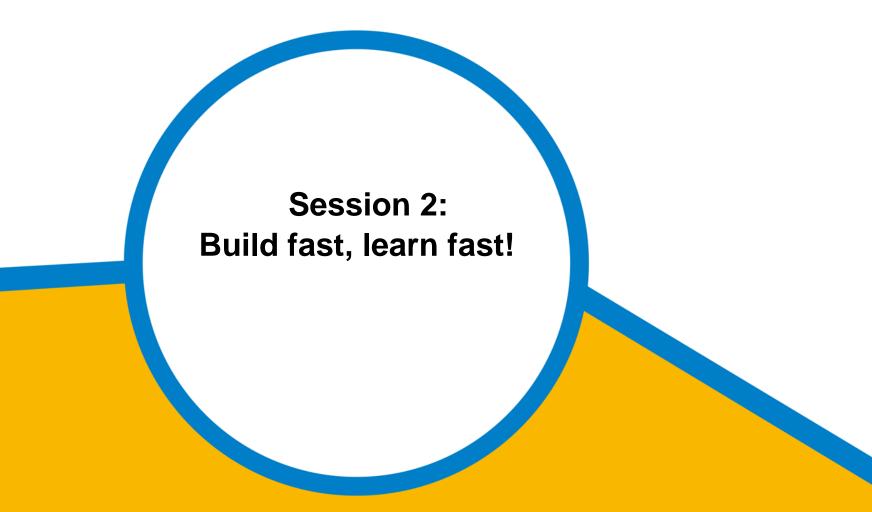
Summary

- 1. Talk to your customers and understand them
- 2. Pick problems to solve that customers find useful and meaningful.
- 3. Build samples quickly (Prototypes) to test your ideas.
- 4. Act quickly to create: move quickly from idea to action.
- 5. Keep Improving based on feedback.















Build fast, learn fast!

Discussion:

How can the steps you used for the previous exercise help you design a product or service this week and launch your business?







What is your goal in building a business?

Build fast, learn fast!

The goal of every new business is to create a socially responsible, sustainable organisation that delivers products and services that customers are willing to pay for in order to make a profit.







What is your goal in building a business?

Build fast, learn fast!

To achieve this goal they have assumptions about

- Who the customers will be (people who get value from its product or services)
- Products and services it will deliver
- Costs and revenues it will have
- Who will partner and collaborate with them

How can they be sure these assumptions are true and their idea will work?







What can start-ups learn from babies?

How do babies learn?

- Act
- Learn from experience
- Predict or change

Just like new businesses, babies have no prior knowledge (uncertain world) so they have to act to learn







The Lean Startup Method

- Learning by testing
 - Your business needs to test each assumption to make sure it is true.
- Build Measure Learn
- List your ideas (assumptions) about different aspects of your business.
 - Build a sample or Minimum Viable Product (MVP) that you can use to test one of your ideas quickly with a target customer.
 - **Measure** : Observe how customers respond, and then
 - Learn whether to change or persevere.







Session 3: Designing your product or service

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Image from Google





Recap of product and service design

- **1.** Talk to your customers and understand them
- 2. Pick problems to solve that customers find useful and meaningful.
- **3.** Come up with as many creative solutions as possible.
- 4. Build samples quickly (Prototypes) to test your ideas. Act quickly to create: move quickly from idea to action.
- 5. Keep improving based on feedback.





Who are your customers?

Who will you be designing the product for?

1 - 3 Customer Segments:

groups of individuals that are similar in specific ways that help you to know how to develop a product that meets their needs and how to reach and sell to them e.g. similar age, gender, interests and spending habits.





Who are your customers? Customer Segments

Segment Characteristics	Example		
Economic Status	Middle income earner		
Gender	Female		
Location	Rural or Urban		
Family Situation	Couple with children		
Students	Secondary or tertiary student		
Age	Babies, toddlers, teen agers. etc		
Other:			





Case studies

- 1. Koko King sells breakfast items to:
- Middle-class ghanaians in private cars
- Families with children on the way to school.
- 2. Wear Ghana designs and sews unique clothes for
 - Fashionable, middle class, unisex, young customers.
- 3. Moringa Connect sells moringa leaves, oils and products to:
 - International bulk buyers from cosmetics and food industries
 - Middle class, environmentally conscious people in Ghana and the US.





Example: Koko King's 1st customer segment

Customer Segment	Variables	Details of Segment	
Middle-class ghanaians in private cars	Economic	Middle Income	
	Gender	Both male and female	
	Location	Lives in suburbs drives to city center for work.	
	Family Situation	Young single professionals.	
	Student?	No	
	Age	25-45	
	Other	Concerned about being late to work. Wants variety in breakfast options.	





Exercise 2.1

Using the worksheet provided. List your customer segments and describe them. Do a detailed description of one customer segment.





Testing your assumptions

No/Low Cost Prototyping





Testing your assumptions

REMEMBER: THE LEAN STARTUP METHOD

Learning by testing

- Your business needs to test each assumption to make sure it is true.

Build - Measure – Learn

List your ideas (assumptions) about different aspects of your business.

- Build a sample or Minimum Viable Product (MVP) that you can use to test one of your ideas quickly with a target customer.
- Measure : Observe how customers respond, and then
- Learn whether to change or persevere.





More about prototypes

Prototypes are disposable tools used throughout the product development process, to help test your ideas.

ROUGH, RAPID: Prototypes are not precious. They should be built as quickly and cheaply as possible

ANSWERING QUESTIONS: It is essential to know what assumptions a prototype is being used to test.







MORE ABOUT PROTOTYPES

Models: A physical model of a product or service that functions similar to your product or service will but costs little or nothing to offer.

E.g.

Test Order:

Test Location:

Diagrams/Storyboard: Explaining the idea / user experience through a series of images or sketches.

E.g.

Menu/Catalog:

Role Play: Get your team members, or even your users, to pretend/imagine to be customers using the desired product or service and get feedback.







Example: Koko King

Assumption / Question to answer	How will you Prototype & Test	What will you measure	Results	Insight
1 - People will stop their cars on the way to work and buy porridge in a pack and be willing to pay a little more for a more convenient packaging.	Make a small amount of porridge, take a table make a sign and situate it along a busy road to see how many people stop.	Number of people who stop to purchase or inquire	10 cars stopped	They wanted to have the sugar in a more presentable package and they did not like the plastic container. Do you need to continue or Persevere: Continue - there is lots of interest we need to improve packaging.





Exercise 2.3: Plan your prototype

At least one should be something you can do in class with another participant

as a test customer.

Assumption / Questions to answer	How will you Prototype & Test	What will you measure	Results	Insight
				Do you need to Pivot or Persevere?





Exercise 2.2:

- 1. Pair up with another participant who will pretend to be a customer from your largest customer segment.
- 2. Using the product/service design process, interview them and develop a product or service that best meets your customers need.
- 3. Remember USEFUL and MEANINGFUL
- 4. Update your pitch with a stronger description of your product and service.







Let's design a product : Exercise 2.2

The Challenge:

Design a USEFUL and MEANINGFUL product or service for your partner who will pretend to be a customer from your largest customer segment.







Let's design a product : Exercise 2.2

The most important part of designing for someone is to understand who they are and how they feel (gain empathy) for that person.







- Let's design a product : Exercise 2.2
- 1. Become the customer
- Share with your partner the detailed description of the customer that you put together.
- Each participant should take one minute to imagine that you are your partner's customer. Imagine how you would feel, think and act.
- Now become that customer, all your answers to your partner's questions should be the answers that his/her customer would give.





Designing a product or service Let's Design a Product : Exercise 2.2

- 2. Interview: "As a starting point, ask your customer to walk you through how they currently experience/address the problem your product or service is designed to solve."
 - How are they currently solving the problem?
 - Why do they chose to solve the problem that way?
 - When does this situation arise?
 - What do they currently do?"

 Dig Deeper: Ask more questions about how they feel and what is important to them.

- "Ask 'WHY?' often"
- "Forget about the product, Try to understand their stories, feelings, and emotions."







Designing a product or service Let's design a product : Exercise 2.2

- 4. Capture findings:
 - What are his/her needs related to the product or service and life.
 - What Insights' i.e. things have you learned about your partner that can help you design a product or service that is useful and meaningful.

5. Decide what problem or need you will work on:

- Now that you understand your customer better will you stick to the original problem you set out to solve or do you want to change it?
- What do you think their most compelling need is that your product or service will attempt to address.
- What is the most interesting thing you have learned about them that will inspire this new product or service design.







- Let's design a product : Exercise 2.2
 - 6. Sketch your ideas: Sketch ideas on how your product or service can meet his/her needs:
 - The crazier the idea the better
 - This is not time to evaluate ideas but to get as many as possible







Designing a product or service

Let's design a product : Exercise 2.2

7. Share your ideas and ask for feedback.

- Listen to your partners reactions and questions.
- Learn more about your partner's feelings and motivations from his reactions to your ideas.
- You don't need to defend your ideas if he/she doesn't like them. Try and understand why?



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Designing a product or service

- Let's design a product : Exercise 2.2
 - 8. Build and test a sample product or Service.
 - Use the ideas you sketched to build a sample product or service.
 - Incorporate the feedback from your partner.
 - Remember the task is to create a USEFUL and MEANINGFUL product or service.
 - Share your sample with your partner and get their feedback.
 - Do they like it? Do they hate it? Why?



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Discussion

Let's design a product : Exercise 2.2

• Were you able to develop at least a basic product or service for your customer? What was the feedback from the customer? What will your response be to this feedback?



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Session 6: Summary and key takeaway





Summary and key takeaway

Evaluating market opportunities

- Define your customer segments so you can develop products that meet their needs and sell to them effectively.
- Keep talking to your customers as you develop your product and service and use no/low cost prototypes.





Assignment

- 1. Continue to work on defining your customer segments. Are you missing any key potential customer groups?
- 2. Test your product or prototype with someone.
- 3. Fill out the "Product and Service" and "Customer Segment" boxes in your

Business Model Canvas.





AGENDA

SESSION 1: Introducing the Business Model Canvas

SESSION 2: Basics of Business Planning





Session 1: Introducing the Business Model Canvas





The Business Model Canvas

The BMC is a simple tool to:

- Layout how your business will work so your can setup, improve and execute.
- See how the different parts of your business connect and how decisions in one area of the business e.g. the choice of customers affect other parts of it e.g. revenues.
- The BMC we are using is simplified, some of the language has been modified and one section has been taken out.
- Rather than develop your business model in one session, you will develop it over 3 modules.
- In this module we will fill out the product or service section and customer segments.
- In module 4 we will fill out the key activities and resources
- In module 5 we will complete the cost and revenue sections.





The Business Model Canvas

Fill out the "product or service" and "customer segment" sections

Using the information from the exercises in module 1 and 2. Describe your product, the value it delivers to customers, the customer segments and customers you serve

Product or Service

- What product are you offering to each customer?
- What value will you/do you deliver to the customer?

Customer Segment:

- For whom are we creating value?
- What are our most important customer segments?

BUSINESS MODEL CANVAS

Business Name:

Key Partners	Key Activities	Product or Service	How will we reach and retain them.	Customer Segments
		- What product are you offering to each customer? - What value		- For whom are we creating value? - What are our most
	Key Resources	do we deliver to the customer?		important customer segments?
Cost Structure		Revenue Streams		





The Business Model Canvas

How to use the BMC

- Evaluating the business opportunity: Once you have completed your BMC you can test the various sections e.g. try to develop your product to deliver the value proposition you have identified and meet the needs of your customer segments.
- Planning your strategy: The BMC maps out your strategy in a clear and simple way so you can communicate it to others e.g. your employees, your business partners and investors.
- **Reviewing your progress:** Periodically (at least every two months) evaluate how you are doing in executing the strategy in your BMC.
- **Building out a full business plan:** Once you have tested various aspects of your business model and are sure you have a viable business you can use it as a good foundation for developing a full business plan.





Session 2: Basics of Business Planning





A business plan can be an effective tool to map out your strategy in even more detail.

If you need to get a loan from a bank or other formal investor, they will request a business plan.

The Business Model Canvas can provide key input into your business plan. However a business plan includes detailed information about how you intend to execute your strategy and especially detailed financial projections.





Before writing your Business Plan:

- You need to complete your business model canvas and research and test all aspects of your new strategy.
- For existing businesses you need to review your current strategy and identify what you need to do in each aspect to increase your revenues and profitability and competitive advantage. Ensure you have documents to prove your past performance.
- Determine the purpose of your business plan You need to create the plan to answer the key questions that your audience will have. Is it for your team, your board, potential investors, or for you to be able to execute?





Sections of a Business Plan:

- **Executive summary** a summary of your plan and your business. Module 6 on pitching to investors will highlight key information that could go into the summary.
- **Company description** describes your company, its mission, its history, and what makes it unique.
- **Market analysis** provides information on the market for your products or service, and your main competitors. What external factors affect businesses in your market e.g. weather, government policies.
- **Organization and management** describes how you will staff your business and who the leadership team will be. You can also list any board members or advisors.
- Service or product the products or services you're offering, what makes them unique, and information on how they will be produced or delivered.





Sections of a Business Plan:

- Marketing and sales describes how you will market your business and details of your sales strategy. It will have information on your customer segments and the channels you will use to reach them. Module 4 will provide more information for this section.
- **Funding request** If the plan is for fundraising purposes, this section outlines how much money you'll need, in what timeframe and what return you can guarantee.
- **Financial projections** This section contains key financial projections including a cashflow forecast and 3-5 year profit and loss projections.
- **Appendices** an optional section that includes certifications you have obtained from various government and other authorities and other documents.





AGENDA

SESSION 1: How will you reach and retain your customers

- 1. Customer acquisition and retention
- 2. Exercise/Discussion
- 3. Delivery and promotional channels
- 4. Exercise

SESSION 2: Pricing for competitiveness

- 1. Exercise/Discussion
- 2. Factors to consider when pricing
- 3. Exercise

Session 3: Managing your team for success

- 1. Exercise/Discussion 1
- 2. Exercise/Discussion 2
- 3. Exercise

SESSION 4: Managing key activities and key resources

1. Key activities and resources

SESSION 5: Summary and key takeaway





Session 1: How will you reach and retain your customers?





So we have a product, the market is good and we understand our customers but how do we reach them and retain them?

Key partners	Key activities	Product or Service	How will we reach them.	Customer segments	
			 Through which channels do our customer segments want to be reached. How are we reaching them now? 		
	Key resources				
Cost structure		Revenue str	reams		
How will you reach and retain your customers is adapted from the Sales & Marketing Workshop by Reach for Change and is					





Exercise/Discussion:

- What are some examples of channels that you can reach customers through?
- How can you use these channels to acquire and retain customers?





What channels can you reach them through?

- Social Media
- Physical Store / premises
- Outdoor sign boards, posters, banners, billboards
- TV/Radio and other traditional media
- Events social, religious etc.
- Partners (e.g. another shop's premises, bundling your product with a partner's product)
- Flyers, newspapers and print media
- Word of mouth (endorsements by customers or influencers)





Pick channels that are effective: They must help you;

- 1. Raise **Awareness** in potential customers about your product or service.
- 2. Help customers Evaluate your offer against other options.
- 3. Allow customers to **Purchase** or place an order for your product or service.
- **4. Deliver** the product or service to the customer at a high level of quality.
- 5. Provide After-sales support to customers after they purchase & encourage them to buy again.





How to acquire customers

- Identify where your target customers are
- Approach each customer and present a compelling offer or reason to buy.
- Use your network of family and friends and engage key influencers.
- Make your content engaging e.g. using video content on social media.
- Give away promotional packs (free stuff) if necessary & you can afford it.
- Search engine optimisation (if you are online)
- Use customer referral programs.





How to retain customers

- Implement customer onboarding programs
- Create a customer follow up program
- Invite feedback
- Remember to say thank you occasionally
- Follow customers back on social media
- Be quick in responding to customer requirements
- Don't make it difficult for unhappy customers to leave so they feel you are empathetic and apologetic. You are more likely to win them back.
- Comply with existing laws and standards on uses of customer information.





Exercise/Discussion:

- How are you currently promoting your products and services to your customers? What channels are you using?
- Do you have any examples of companies you know of who are reaching customers effectively? How are they doing it?





Tips for managing channels

Delivery channels: You need a way to get your product to the customer, place, your product

Types of delivery/distribution channels

- Direct sales or delivery (e.g. your own physical location or dispatch of good to customers)
- Distributing through a Retailer e.g. Retail outlets, Shoprite, Jumia etc.
- Distributing through a Wholesaler
- Distribution through Sales Agents

These channels could be physical, online, courier/dispatch etc.





Promotion channels: You need a way to get your message to the customer and let them know about your product.

Types of promotional activities and channels

- Direct sales/personal selling
- Social media (WhatsApp, Facebook)
- Sales/seasonal promotions
- Outdoor e.g. Posters
- Radio/LPMs
- Events and exhibitions





Exercise 3.1 What channels will you use?

- 1. Pick one or more channels you have access to and think about how to use them effectively to acquire and retain customers. Make sure the channels are effective ones.
- 2. Fill out the "How will we reach them" box in your business model canvas.
- 3. Update your pitch as needed.

How will you reach and retain your customers is adapted from the Sales & Marketing Workshop by Reach for Change and is licenced under the creative commons Attribution-Share Alike 3.0 unported License.





Exercise 3.1: How will you reach and retain your customers?

List the channels you will use. Put an X under promotion and/or distribution to show what you will be using the channel for and describe briefly how you will use it.

Channel	Promotion	Distribution	How to use it to acquire and retain customers
E.g. Social Media	X	X	We will place products with prices online for people to call and we will deliver. We will also run promotions like reduction sales.

Fill out the "How will we reach them box in your business model canvas" from yesterday.

Key Partners	Key Activities	Product or Service	How will we reach them. - Through which channels do our customer segments want to	Customer Segments
	Key Resources		be reached. - How will we reach them?	
Cost Structure		Revenue S	treams	





Pricing for competitiveness part 1

How do you price your product effectively?





Pricing for competitiveness

Exercise/Discussion:

Participants who have businesses should share how they price their products and allow for others to ask questions and critique their method.





Pricing for competitiveness part 2

Factors to consider when pricing

- Cost of production/service delivery
- Benchmarking against competitors
- Customers ability to pay
- Customers willingness to pay
- Nature of your product e.g. unique? First to market?





Pricing for competitiveness part 2 Exercise 3.2

Discuss with another participant the questions below about your pricing and get their feedback. Write down any unique insights you get.

1. Are you going to price above, below or the same as your competitors and why?

2. Is your customer able and willing to pay more or are they looking to pay less?

3. Is there any unique characteristic of your product that will affect your ability to price high or low?





Session 3: Managing your team for success





Exercise/Discussion:

Have you ever walked out of a business or refused to purchase a product because of something an employee or manager of the business did? Tell us about the experience.





Exercise/Discussion:

How will you manage yourself and your team to ensure customers satisfaction?





Training and Development

Take steps to identify skill gaps for yourself and team members and find a mentor or coach to assist you in bridging the skills gap.

Responsive and Professional

Team members must be responsive to customer enquiries and requirements in a professional manner bearing in mind you only have one opportunity to impress a customer

Appearance

Ensure yourself and team members are dressed appropriately for the job.





Session 4: Managing key activities and resources





Managing key activities and resources

Discussion:

What are the key activities that your business needs to deliver its product or service. In 2 minutes share the list of your key activities





Managing key activities and resources

Discussion:

What are the key resources that your business needs to deliver its products and services?





Customer Service

Team members must work with the customer at the centre of all actions taken. Ensure product and service delivery is designed to meet the expectations of the customer

Time Consciousness

Be quick in responding to phone calls and emails. Also be on time for all appointments. Deliver on your promise regarding delivery times and order processing. Positive Attitude Accept feedback well from customers and promise to make things better for them next time. Do not openly show anger or frustration.





Session 5:

Summary and key takeaway





How will you reach and retain your customers?

To reach and retain your customers you need to...

5 Ps of Marketing

- Product
- Place
- Price
- Promotions
- People





AGENDA

SESSION 1: Are we making money 1?

- 1. How to financially manage a business
- 2. Budgeting: Revenues and expenses
- 3. Exercise: Map your revenues and expenses

SESSION 2: Are we making money 2

- 1. Fixed and Variable Costs
- 2. Becoming profitable the money zone
- 3. Exercise

SESSION 3: Tracking your finances

- 1. Exercise/Discussion
- 2. Reasons to track your finance
- 3. What do you need to track?
- 4. Exercise





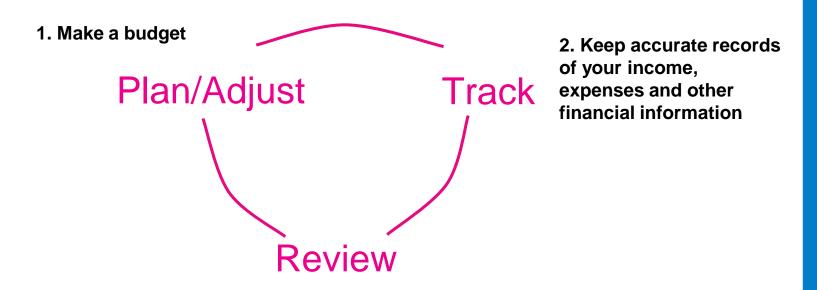
Session 1: Are we making money 1?

Key Partners	Key Activities	Product Service		How will we reach them.	Customer Segments
	Key Resources				
Cost Structure			Revenue S	Streams	





How to financially manage a business



3. Review the actual financial numbers and update your plans if needed.





Budgeting Revenues & Expenses

1. A budget is an itemised list of all your planned revenues and expenses, organised by categories. It sets out how much you plan to earn and spend over the year ahead.





Some helpful financial terms

- 1. Cost of Goods Sold vs Operating Costs
- 2. Cost of Goods Sold costs to make a product, including materials, labor & related overhead.
- **3. Operating Costs** the set of expenses required to operate a business which are not related to COGs e.g. marketing, distribution etc.
- 1. Capital vs Running Costs
- 2. Capital costs one time expenses for things that will be used over a long period of time (e.g. land, premises, equipment)
- **3.** Running costs continually occurring costs (e.g. rent, salaries, insurance)





Budget 2019		
REVENUES		Money coming into your business
Sale of Porridge	10 000 GHC	
Catering at Events	20 000 GHC	Revenue item
Supply to companies	5000 GHC	
Total revenues	35 000 GHC	
EXPENSES		Money going out of your business
Salaries	- 25 000 GHC	
Rent	- 1500 GHC	Expense item
Food Equipment	- 350 GHC	
Raw materials	- 5000 GHC	Your Anticipated Profit or Loss
Total expenses	- 31 850 GHC	Tour Anticipated Front of Loss
Expected Year End Balance	3150 GHC	

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Exercise 4.1 : Budget

Pair up with another person

Take 30 minutes to work on creating a budget for each of your businesses. 15 mins per business. List:

i) Revenues - All expected revenue streams

ii) Expenses - All expected expense items remember to budget for cost of goods sold as well as operating expenses.





Session 2: Are we making money 2?





Fixed vs Variable

Variable costs increase directly when you make more product. Fixed costs remain the same each month, even if you make no product





Example – The Koko Shop

Variable Costs increase when you make more product.

E.g. : If you want to increase the amount of porridge you make each month, the amount you need to spend on ingredients (Corn, Gas etc) will also increase. Fixed Costs remain the same each month, even if you don't make or sell any product at all

E.g.:

- Rent
- Salaries
- Utilities
- Depreciation

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"Capital Costs" - a type of fixed cost

Capital Costs are fixed, one time expenses, incurred, such as land, premises, equipment.

Capital Costs – Koko shop

Oil Drums for cooking porridge Stove Utensils for pouring porridge Etc.

TOTAL CAPITAL COSTS

GHS 2,000 GHS 5,000 GHS 2,000

GHS <u>9,000</u>





Becoming profitable

Revenues must cover <u>all</u> costs

	Made & sold 1500 bowls of porridge per month:				
	Sale price	= GHS	2.00		
	Cost of Goods Sold (e.g. ingredients)	= - GHS	0.50		
	Gross Profit	= GHS	1.50		
	BUT ALSO (Operating Costs)				
	Monthly Rent & Salaries	= -GHS	1,500.00		
Monthly Fixed Running Costs	Monthly equipment repayment	= -GHS	500.00		
	SO				
Repayment of Capital Costs	Net Profit	= -GHS	1,998.50		





We become profitable by finding the right balance between: <u>Costs</u>, <u>number of customer transactions</u> & <u>price</u>

Number of Customer Transactions	Made & sold <u>1,500</u> bowls of koko:			•
	Cost of Goods Sold (e.g. ingredients)) =	-GHS	750
	Gross Profit	=	GHS	2,250
	BUT ALSO			
1	Monthly Rent & Salaries	= -	GHS	1,500
	Monthly Equipment repayment	= •	- GHS	500
Monthly Fixed Running Costs				
	SO			
Repayment of Capital Costs	Net profit	=	GHS	250





Becoming profitable – Key things to focus on:

- 1 Cost Drivers
 - i) Cost of Goods Sold (COGS)
 - ii) Operating Expenses
- 2 Sale Price
- 3 Number of Customer Transactions





1 – Cost drivers

- i) Why it's important to look at COGS cost drivers?
- If your COGS > Sale price = impossible to become profitable
- If your COGs < Sale price = possible to become profitable
- Reducing COGS once increases your gross margin (profit) on every product / service then sold. Massive multiplier effect!





Cost drivers continued...

ii) Why it's important to look at Operating Cost drivers Imagine that Operating costs are like bodyweight, and that profitable products & services are like helium balloons.

Break-even is when your feet leave the ground. The less bodyweight you are carrying, the fewer balloons you'll need to leave the ground, and the quicker you'll ascend.





2 – Sale Price

- a) If your Sale Price is too low = you may not be able to cover costs.
- b) If your Sale Price is too high = you may not be able to make enough sales to make profit.

The difference between your costs and price is called your margin.





Exercise 4.2 : Map out your fixed and variable costs

Pair up with your partner

1. Take 40 minutes to work on breaking down your costs into fixed and variable costs.

- Discuss steps you have taken to reduce them
- Consider future steps you might be able to take to reduce them further.
- 2. Estimate your number of transactions and calculate your monthly profit.





2 - Sales price continued...

Pricing Strategies

Different Pricing Strategies:

There are many pricing models, but here are 5 proven ones:

- 1. Cost based pricing normally 2 to 5 x Production Cost
- 2. Value based pricing work out the value to the customer and put a price on that
- 3. **Portfolio pricing** different versions of the product at different prices possible but complex
- **4. Tiered or Volume pricing** different prices for different volume of units sold e.g. 1 for GHC10, 2 for GHC15
- 5. Market pricing for highly competitive markets, price slightly higher or lower than your competitors





3 – How to calculate a realistic number of customer transactions

Number of customer transactions are determined by 3 factors:

- 1. The number of people you will actually be able to convert into paying customers each month.
- 2. The number of times per month each individual customer will purchase and re-purchase your product(s).
- 3. The number of transactions you are able to deliver products or services for (there will be a maximum number of transactions you or your team can do in a day or month).





Initial capital requirements

This is the amount of money required to take your business to a break-even point.

The more you can get your items on credit the lower your start up cost. For instance when starting out, will you like to:

- lease or buy upfront?
- rent equipment e.g. use someone's stove when they are not using it or buy one upfront?
- get raw materials on credit or pay for it upfront?
- negotiate a quarterly payment of your rent or pay 2 years in advance?





Determining start-up cost

Scenario 1: Using all your money to cover your initial cost

Let's assume our porridge business generates a revenue of GH¢3000 in the first month. This means the business will begin to see positive cash flows from month 1.

Upfront Start-Up Expenses:

Oil Drums for cooking porridge Stove Utensils for pouring porridge Monthly Rent & Salaries Monthly equipment repayment

Total upfront start up costs

GHS 2,000 GHS 5,000 GHS 2,000 GHS 1,500.00 GHS 500.00

GHS 11,000





Determining startup cost

Scenario 2: Buying on Credit

Scenario 2 assumes that the entrepreneur has good relations with suppliers and can source for most of his/her inputs on favourable credit terms.

Start-up expenses:

Oil Drums for cooking porridge Stove Utensils for pouring porridge Monthly Rent & Salaries Monthly equipment repayment GHS 2000 (10drums@GH¢200/month) for 6 months GHS 5000 (1 Stove @GH¢1,000/month) for 5 months GHS 2,000 (GH¢400/month) for 5 months GHS 1,500.00 GHS 500.00

Total Start up Costs (1st Month) GHS 3,600

With scenario 2, the entrepreneur gets to start the business without expending an entire GHS11000 but with as little as GHS 3,600 whiles the difference of GHS 7,400 will be spread over a 6 months period.





Determining start up cost summary

From the previous slides you will notice that the entrepreneur venturing into the porridge business, has two options as far as startup capital is concerned. The opportunity to defer or delay paying for some of your inputs will be a better option for a start-up as such a scenario allows the entrepreneur to free up resources whiles running the business at the same time.







Tracking your Finance is adapted from the Financial Management for Social Entrepreneurs Workshop by Reach for Change and is licenced under the creative commons Attribution-Share Alike 3.0 unported License.





Exercise/Discussion:

• Why do you need to track your finances?





Reasons to track your finances:

- Enables you to understand what's happening financially in your business
- Helps you avoid running out of money
- Helps you price your products properly
- Helps you pay taxes and avoid fines.
- Helps you raise additional funding.





What do you need to track

All businesses:

- 1. Revenue and expense records
- 2. Petty cash (cash expenditures)
- 3. Receipts and invoices as evidence of 1. and 2.

Only those who give or receive credit:

- 1. Accounts Receivable if you sell on credit
- 2. Accounts Payable if your suppliers give you goods or services on credit





What do you need to track

Revenue Journal	Tracking Income Type will enable you later to quickly calculate how much you have received in total in a particular type of income			If you issued an invoice, track the number he				
Date Received	Description	Received from		Income Type		Invoice	<u>+</u>	Amount received (USD)
01/01/2016	Sales of Porridge	Walk in customers		Shop Sales		n/a		300
05/01/2016	Sales of Porridge	Special Bank		Catering Services		00001		5,000
25/01/2016	Sale of Meat Pies	The Best Hospital		Supply to companies		00002		800





What do you need to track

Expense Expense Journal	e Record	later to qu	Tracking Expense Type will enable you later to quickly calculate how much you have spent in total in a particular type of expense				If you issued a cheque, track the number here		
Date	Description	Paid to	Receipt #	Expense Type		Cheque #	ŧ	Amount Paid	
01/01/2016	Transport to market to purchase raw materials	n/a	1	Travel		n/a		2.50	
02/01/2016	Mobile phone airtime	Tigo	2	Airtime	virtime			20.00	
30/01/2016	Owner's Jan salary	Me the owner	4	Salaries		n/a		500.00	
05/02/2016	Cheque to petty cash	Petty Cash	5	Office admin		00002		100.00	





Tracking cash transactions

Small cash transactions may require you have petty cash:

- 1. Buy a small cash-box (or envelope) to store your petty cash.
- 2. Pay money into petty cash by withdrawing cash and putting it into your cash-box.
- 3. Write "Deposit to Petty Cash" in the item description when recording the deposit in your Expense Record.
- 4. Every time you spend some of the money in the cash-box fill out a petty cash record to record the expense and keep the receipt if one is provided.





Tracking cash transactions

Petty Cash Log		Money paid in to Petty Cash		ich internal proje enditure relates			
Petty Cash L	_og					Balance	85.00
			•		•		
Date	Rcpt No.	Description	Amount Deposited	Amount Withdrawn	Charged to (project)	Received by	Approved by
5/2/16	D002	Deposit to Petty Cash	100		Petty Cash		Me the owner
7/2/16	1	Bus office to market to purchase raw materials		2.50	Costs of Goods sold		Me the owner
7/2/16	2	Bus office to bank to deliver porridge		2.50	Delivery expenses		Me the owner
28/2/16	3	Cups for Porridge		10.00	Costs of Good Sold		Me the owner
TOTAL			100.00	15.00			





Keeping records of all receipts and invoices

As well as documenting all expenditure in your expense journal, for legal and practical reasons you must also keep on file :

- 1. Original receipts for every expense (or make a note any expense for which there is no receipt)
- 2. Copies of invoices or receipts you give out to customers.

Some receipts fade with time and you may need to take a photo of the receipt.





Exercise 4.3 : Tracking your finances

- 1. Take 10 minutes to fill out the relevant worksheets with:
- All the revenues you have had so far,
- All the expenses you have incurred
- Decide where you will store your receipts and invoices (best is a file)





AGENDA

SESSION 1: How to pitch effectively

SESSION 2: The selection criteria

SESSION 3: Pitching your product

SESSION 4: Preparing for pitch day





Session 1: How to pitch effectively





What is a pitch?

A 2-5 min oral presentation of your business aimed at helping you attract investors, partners or other collaborators.





Tips on how to pitch effectively

- 1. Speak loudly and audibly
- 2. Keep it short and simple, get to the point fast
- 3. Know your business and know your numbers. Make sure they make sense!
- 4. If you cannot memorize the pitch it is better to read than to get confused.
- 5. If you have samples of your products or your prototype show them to the investors
- 6. Practise your pitch repeatedly to make sure it is within the given timeframe and get others to give you feedback so you can improve it.





During the pitch

What to say:

- 1. Introduce yourself Who are you and what is your business?
- 2. What is your product and who are your customers Your target market?
- 3. What are the market opportunities for your product or service Establish the market need and market size?
- 4. What will your revenues, costs and profits be?
- 5. What success have you achieved so far?
- 6. How much investment are you looking for and what return are you offering investors?





The 3 minutes pitch

1. Introduce yourself: Who are you and what is your business?	My name is Aba Lartey and I am CEO of Exotic Threads.		
2. What is your product and who are your customers - Your target market?	Exotic threads is a designer of ready-made African fashions for stylish women in Sunyani.		
3. What are the market opportunities for your product or service - Establish the market need and market size?	In Sunyani today making fashionable African clothes is a time consuming and frustrating experience for most women. Exotic threads makes ready-made affordable, stylish clothes in standard sizes and in a variety of modern		
	styles that allow women to walk in and walk out with their well fitting clothes. My market is the over 5000 women in Sunyani who live in and around the University Campus. I will market my clothes through social media and trade fairs.		
4. What will your revenues, costs and profits be?	Our clothes sell for between GHC60 and GHC100 and we make 20% (between GHC12 - GHC20) profit on each outfit. In the next year we hope to sell 1000 pieces making between GHC60,000 and GHC100,000 in income and GHC12000 and GHC20,000 in profit.		





The 3 minutes pitch

5. What success have you achieved so far?	I studied fashion in school and have also apprenticed at a dressmaker and have been designing and sewing clothes for over 5 years now. I have saved GHC1000 and already sold about 50 pieces and the feedback from my customers has been good.
6. How much investment are you looking for and what return are you offering investors?	I am looking for GHC2,000 in additional capital to enable me purchase materials for my second batch of clothes. I will offer 10% per year interest to any investor.





Exercise 1.2

	I			
•	Write your first	Question	Answer (Your Pitch)	
	draft pitch by answering the questions in	1. Who are you and what is your business?	My name is	
	the sheet provided.	2. What is your product and who are your customers - Your target market?		
•	You will			
	improve this pitch as we go through the sessions and	3. What are the market opportunities for your product or service		
	your knowledge increases so.	4. What will your revenues, costs and profits be?		
•	Tomorrow you will have an	5. What success have you achieved so far?		
	opportunity to pitch to the class for feedback.	6. How much investment are you looking for and what return are you offering investors	16	61





Session 2: The selection criteria





The selection criteria

The business idea.

- 1. There should be evidence of market demand for product or service the participant is providing
- 2. There should be a genuine potential for the idea/business to create jobs for (minimum of 2 5)
- 3. There should be a potential for the business to generate immediate revenues with minimal funding.





The selection criteria

The Entrepreneur

- 1. The applicant should demonstrate commitment and perseverance
- 2. The applicant should demonstrate problem solving skills i.e. innovation and creativity: an ability to think outside the box.
- 3. The applicant should be action oriented a fast executor and a go getter.
- 4. The applicant must demonstrate moral ethical fiber.





Session 3:

Pitching your product





Pitching your products and customers

Each business will give a 3 minute pitch

Remember the pitch format:

- 1. Introduce yourself: Who are you and what is your business?
- 2. What is your product and who are your customers Your target market?
- 3. What are the market opportunities for your product or service Establish the market need and market size?
- 4. What will your revenues, costs and profits be?
- 5. What success have you achieved so far?
- 6. How much investment are you looking for and what return are you offering investors?





Session 4: Preparing for pitch day





Preparing for pitch day

- 1. Practice your pitch repeatedly to make sure it is within the given timeframe and get others to give you feedback so you can improve it.
- 2. Dress smartly.
- 3. Arrive ahead of time to give you enough time to settle and go through your pitch .
- 4. If you are using a presentation, send it ahead of time if possible. If not, make sure you have the final copy ready ahead of time.
- 5. Practice! Practice! Practice!