March, 2012

LGT Venture Philanthropy – iCats Program

GBSN Webinar – “Alternative Career Paths for MBA Students”
iCats Program – An alternative career path for MBA Students

Can professionals change the world?
Tom worked for 10 years in the private sector when he asked himself if he is on the right track for his career.

My career path until 2008

- Bachelor Computer Science
- Compaq (1yr) + BMW (9 yrs)
- Professional experience:
  - IT-Project Management
  - Operations/Call Center Management

Why a career change?
iCats Program – Intro

Support gender equality and quality education for girls in India
iCats Program – Intro

Support subsistence farmers in Africa to increase their income to secure their families livelihood
LGT Venture Philanthropy – Our challenge

The gap between rich and poor is widening. We strive to narrow it.

LGT Venture Philanthropy is an impact investor supporting organizations with outstanding social and environmental impact to increase the quality of life of less advantaged people.
LGT Venture Philanthropy – Venture Philanthropy approach
LGT Venture Philanthropy provides financial, social and intellectual capital

Maximize social impact of young and strongly growing social ventures

* Financing the missing middle of CHF 200'000 - 1 Mio. with grants, loans and equity in Latin America, Africa, India, South East Asia and China
iCats Program – An alternative career path for MBA Students

Bridging the talent gap to strengthen organizational capacity of the LGT VP portfolio to maximize their impact

Situation in social ventures
Innovative solutions to address societal problems BUT lack professional know-how and resources to scale their impact.

Situation of professionals
Desire to apply know-how in the social sector, but don’t know where and how to create maximum positive impact.

iCats Program (Impact Catalysts) …
… provides opportunities for professionals to create significant positive impact by applying their business skills to strengthen organizational capacity in highly professional social ventures of the LGT VP portfolio.
The image contains a table summarizing the details of the iCats Program. The program offers temporary engagements around the world for MBA students. Engagements last 3-12 months and are full-time, on-site assignments. Locations include South Africa, Kenya, Colombia, Peru, Chile, Nicaragua, Haiti, India, Philippines, Germany, and the USA. Host organizations are LGT VP portfolio organizations (for-profit/non-profit), aiming to scale their impact with ambitious targets.

Typical roles include Business Developer, Financial Expert, Strategy Consultants, Sales/Marketing, Operations, Systems/Processes, Legal, PR and Communication, IT architects, and Fundraising. Remuneration consists of a stipend to cover local living costs. Special features emphasize that the program is only for well-known, highly professional social ventures, offering high-quality capacity building engagements with long-lasting knowledge transfer through an investment relationship and close mentoring.

### iCats Program – A global capacity building program, that offers:

<table>
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<tr>
<th>Engagements</th>
<th>3-12 months temporary engagements (on-site, full-time)</th>
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<tbody>
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Tom quit at BMW, joined the iCats Program in 2009 and is now COO at LGT Venture Philanthropy

My career after 2008

In 2009, I joined the iCats Program for a temporary 11 months iCats Fellowship

- **Location**: Cape Town, South Africa
- **Host organizations**: Heart social investments, start-up social enterprise incubator
- **iCats role**: Chief Project Manager
- **Capacity Building**: Transfer management skills to strengthen organizational capacity to implement their growth plan

Since 2010, I work in a permanent position as COO and Director of the iCats Program @ LGT Venture Philanthropy in Zurich, Switzerland
The iCats Program – An alternative career path for MBA Students

The program offers top talents excellent professional as well as personal development opportunities

The iCats Program offers opportunities for

**Professional development**
- Work with senior mgmt in start-up like ventures
- Learn about innovative BOP business models
- Work with scarce resources (money, staff)
- Motivate people with non-financial returns
- Take on more responsibility in a smaller venture which improves holistic thinking and risk awareness
- Learn from entrepreneurial, collaborative and faster adapting organization
- Build cross-company and cross-industry networks

**Personal growth**
- Learn to deal with the unknown
- Personal satisfaction to create positive impact
- Internalize the urgent need for more responsible ways of living and doing business
- Work with people from diverse cultures
- Broaden your horizon by leaving comfort zone
- Gain a unique experience abroad

The iCats Program needs

**Top talents**
- Undergraduate degree and international work experience
- Minimum of two years of relevant work experience
- Positive attitude, be sensitive to other cultures and be strongly cause driven to make a difference
- Be able to work unsupervised and take responsibility for own actions and for those reporting to them
- Be prepared to make financial and personal sacrifices to serve the vision
- Constantly adapt to a changing environment
How to engage?

**iCats Fellowship Program**
- 11 months engagement (on-site/full-time)
- Fixed period: February – December
- Application period: June-July
- 4 day orientation workshop in Switzerland (January)
- LGT Venture Philanthropy provides professional mentoring

**iCats Consultants**
- 3-12 months engagement (on-site/full-time)
- Flexible start date
- Application period: when post are available

**How to apply:**
1) Go to www.icatsprogram.com and register as an iCat. Fill in your personal data, your availability and submit your profile.
2) Once admitted to the iCats pool, you can apply for open iCats positions (both Fellow/Consultant).

**NOTE:**
Application period for Fellowship Program 2013 is June-July 2012.
If no iCats Consultant jobs are posted, contact the iCats Program to learn about upcoming offers.
Since inception of the program in 2008, over 50 top talents joined the program to create positive impact

Track record:
- Since inception in 2008, we matched 28 iCats, who worked on the ground for 11 months with 16 different organizations on 4 continents
- 24 iCats are currently creating positive impact during their 2012 Fellowship
- Web-Platform with over 600 registered iCats with at least an undergraduate degree and 2 years of business experience (registration only upon iCats team approval based on registration information)
- iCats studied and worked at internationally renowned universities and companies
- Substantial network of supporters that help promoting the Program
- Growing iCats Online Community on Facebook with 800 fans
LGT Venture Philanthropy - Portfolio

LGT VP supports 18 social ventures which improved the quality of life of 6.1 million less advantaged people

Strong local team of 18 professionals operates from India, Africa, South America, China, Philippines and Switzerland

Target themes: education, health, nutrition, renewable energy, resources, water, markets for social investments
Linus Sluyter (iCats Fellow 2010, Social Franchise Director @ aeioTu, Columbia) about his iCats experience:
"I applied my business skills as well as gained a decent understanding in the field of early childhood development. It was interesting to learn about a diverse range of pedagogical topics whilst working with the pedagogic staff. Thanks to the wealth of experiences throughout this year I feel more mature both in a professional and personal sense and I am very grateful about my participation."

Deanna Zhang (iCats Fellow 2011, International Alliances Analyst @ aeioTu, Columbia) about her iCats experience: Watch video

Reese Fernandez (CEO Rags2Riches, Philippines, an LGT Venture Philanthropy investee) about the iCats Program:
"Good talent coupled with compassion is a potentially organization-changing combination. LGT Venture Philanthropy carefully screens and interviews potential iCats, making sure that the skills set and values of the candidates would match the needs and values of partner organizations. The commitment of LGT Venture Philanthropy to this, and the amazing roster of iCats, could definitely make a significant difference for organizations that want to change the world."
iCats Alumni are using their enhanced skills to continue tackling societal problems beyond their iCats engagement.

Verena joined BMW (German) in 2012 to work on Sustainability Strategy and Management.

Pascal Co-Founded Impact Amplifier (South Africa) in 2011 to accelerate high impact, high growth SMEs.

Cynthia is still involved with mothers2mothers (South Africa) as Strategic Planning Consultant.

Steven joins the Impact Venture Accelerator (Southeast Asia) to help entrepreneurs taking their organizations to the next level of growth and impact.

Matt joined USAID (USA) in 2012 as an Investment Advisor for their Africa Private Capital Group.

Rama is still involved with Husk Power Systems (India) as a Senior Director for Training & Technical Aggregation.
Now, connect and start your alternative career with the iCats Program

For more information please contact:
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Support
LGT Venture Philanthropy is funded through substantial contributions from each of the following LGT Group companies:
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"Berry-Picker in Mountain Landscape", 1844

FRANZ EYBL
1806–1880

In this picture Eybl depicts a country girl set against an imposing backdrop of mountains. The artist conveys the subtlest nuances in the portrait, his skill particularly evident in the rendering of the textiles and the qualities of the different materials. The patterns on the red neckerchief, the colourful bodice beneath it, the blue apron and the white of the blouse, along with the headscarf, are a picture in themselves with their interplay of subtly differentiated textures. The girl does not look directly at the viewer - she seems dreamy, lost in thought. Her reflective pose infuses the picture with an almost meditative calm.

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