

SPS ROADMAP

STAY ON TRACK TO SUCCESS!

SUCCESS MILESTONES

These incidents indicate that the program is on the right path towards successful completion.

SPEEDBREAKERS

These incidents indicate a need for change and course correction to get back on path to success.

VISION & GOAL SETTING

- Clearly address a market gap
- Participants endorse the program
- Team is aligned to the vision

- Low value/ benefits for entrepreneurs
- Low or no participation from ecosystem and partners

DURATION FORMAT AND SCHEDULE

- >80% attend all classes
- <20% dropout, by choice
- Schedule convenient for cohort

- Less than 80% attendance
- Many "no-call:no-show"s
- Constant rescheduling of sessions

PROGRAM SPONSORSHIP & BUDGET

- Clear pre-planned budget
- Strategic partners & investors aligned to program vision
- Timely receipt of funds

- Insufficient funds
- Unplanned & many ad hoc expenses
- Lack of contingency budget

IMPACT DESIGN & MEASUREMENT

- Defined impact indicators
- Clear process for data capture, usage and storage
- Timely analysis and reporting

- Need for evaluation is unclear
- Ad hoc data collection
- Unscientific evaluation methods

RESOURCE PLANNING

- High-ownership team
- Clear roles & responsibilities
- Sufficient infrastructure for program delivery

- Team not enabled to make program level decisions
- Insufficient / inconvenient infrastructure

RISK AND MITIGATION

- Risk mitigation plans approved pre-program
- Availability of contingency budget

- Core team attrition
- Unclear expectations between management & execution team

PROGRAM OR COHORT MANAGER

- Recruited pre-program
- Accountable and an empathetic leader
- Superior communication skills

- Mid-program hiring
- Lack of authority & ability to manage teams
- Non-dependable

RECRUITING TRAINERS & MENTORS

- Mentors are domain experts
- Aligned to program goals
- Diversity in mentors and trainers pool

- Absence of domain specialists
- Mentors are non-practitioners or academicians
- Non-interactive classrooms

ONBOARDING THE TEAM

- Program teams and cohort are aligned to the execution plan
- Cohort and mentors share program association publicly

- Inadequate and patchy communication process
- Poor attendance at the inauguration

ELIGIBILITY AND SELECTION PROCESS

- Criteria is clear across all categories
- Experienced selection jury
- 20% or less admission rate

- Ambiguous selection criteria
- Shallow and unclear selection process
- Biased and homogenous jury

PROGRAM PROMOTION

- High-quality and timely applications
- Inbound partner requests from influencers & media

- Insufficient and low quality applications
- Negative comments on social media & in the ecosystem

CURRICULUM DESIGN

- Designed based on enterprise needs
- Practical case studies
- Designed for peer-learning

- Impractical program format
- Concepts not designed for application
- Divested trainers and mentors

SESSION DESIGN

- Highly Interactive sessions
- Positive feedback on content
- Cohort proactively reach out and work with mentors

- Follow up needed for all program-related activities
- Cohort members do not learn, share or network well

SPECIAL DAYS

- Investor interest to evaluate funding options
- Graduation day gains media attention

- Low ecosystem engagement and no investor interest
- Participants make excuses to skip special days

COHORTS AS COMMUNITIES

- Intra-cohort collaboration
- Social connects outside of the program
- Thriving alumni groups

- Conflict-ridden culture
- Unwillingness to share data for impact evaluation
- Non-interactive alumni