

23RD CAPABILITY PROGRAM IN SRI LANKA

A further education opportunity



In this program, Hilti employees learn to navigate rapidly changing conditions, manage the uncertainties that come with them, and work as a team to develop solutions with a strong social purpose. Participants in this hands-on training program gain modern tools for implementation and leadership skills, focusing on the creation of social enterprises. The social enterprises developed are tailored to the specific needs of the local community, offering high-quality services at fair prices. A key focus is on helping farmers process and sell their

products directly to local customers, creating sustainable businesses that positively impact the local economy.

The courses take place in Switzerland and/or on-line. The program also includes a trip to Sri Lanka, where participants collaborate with the local population to co-create and launch the social enterprise. The engagement counts as working time, and Hilti covers all related costs, including travel expenses.



Contents of the program

In Bookbridge's Capability Programs, participants step into the role of an entrepreneur, pushing themselves beyond their comfort zones. The training emphasizes intercultural and virtual communication skills, enabling attendees to collaborate with global teams. They work together to launch a social enterprise in Sri Lanka designed to improve work and life opportunities in disadvantaged communities. Throughout the program, they learn essential leadership tools like design thinking and agile teamwork, with guidance from experienced business and leadership coaches.

Practical implementation

The Capability Programs rely on motivated professionals from Hilti, aspiring social entrepreneurs from disadvantaged communities, and impact investors who contribute both money and time. Together, they embark on a six month journey to create a social enterprise that benefits the local

community. Participants learn to take responsibility for themselves, their team, and a shared higher purpose.

The social enterprise delivers services tailored to the local population's needs, charging a small fee to ensure sustainability. In this way, it can repay the low-interest loan it received from impact investors. So far, each enterprise has improved the lives and work opportunities of at least 1,000 people. In this case, the focus is on helping farmers process and sell their products directly to local customers. Several hundred farming families are waiting for a model that can be replicated across Sri Lanka and beyond.

Bookbridge in numbers

969 purpose-driven leaders developed

826k EUR in soft loans invested

123 social enterprises setup

190,974 lives impacted in 2023

16 countries reached



Detailed information about the Capability Program

At the 23rd Capability Program, Hilti employees can enhance their leadership skills while making a direct impact in Sri Lanka. Participants will establish a social enterprise focused on helping farmers process and sell their products directly to local customers. This part-time program spans six months, with a total of 16 learning days spread throughout the duration.

Prerequisites and course dates

Participants also earn nine ECTS credits from WHU, Germany's leading business school. To qualify for the program, applicants must have a Bachelor's degree (or equivalent) and at least two years of post-graduate work experience. The program fee of 12,500 EUR, covering all costs, is fully funded by the Hilti Group. Attendance is compensated as working time. In principle, all Hilti employees are eligible, though an interview with se-

nior management and Bookbridge is required. The interview, conducted online and lasting about 45 minutes, allows candidates to explain their motivations and ask questions. It helps assess their fit for the program and their potential to make a meaningful contribution to the project.

Module 1	09.04 – 11.04.25	Switzerland
Module 2	10.05 – 17.05.25	Sri Lanka
Module 3	09.07 – 11.07.25	Switzerland
Module 4	16.10 – 17.10.25	Switzerland

Do you have any questions? You can reach us by e-mail: foundation-ebb.hiltiteam@hilti.com

