

24TH CAPABILITY PROGRAM

A further education opportunity



In this program, Hilti employees learn how to face the rapidly changing environment, manage the resulting uncertainty and work together as a team to develop purpose-driven solutions.

Specifically, this hands-on training program teaches participants modern implementation tools as well as intercultural communication and leadership skills by building a social enterprise from the ground up in a rural area of the Global South. The resulting self-sustaining social enterprise is tailored to the

specific needs of the local community and focuses on providing quality services at fair prices.

The courses take place in Switzerland and/or online. In addition, the training program includes a trip to a country in the Global South to visit the enterprise created in collaboration with the local community (*country to be announced by October 31, 2025*). The time commitment counts as regular working hours. The cost of the program, including all travel expenses, is covered by Hilti.



Contents of the program

In Bookbridge's Capability Program, participants take on the role of entrepreneurs and push themselves beyond their comfort zones. The training emphasizes intercultural and virtual communication skills, enabling individuals to work closely with people from different parts of the world. Together, the newly minted entrepreneurs are tasked with creating a social enterprise that improves work and life opportunities in disadvantaged communities. Throughout the program, participants learn essential leadership tools such as design thinking and agile teamwork, always under the guidance of experienced business and leadership coaches.

Practical implementation

The Capability Program relies on motivated professionals from Hilti, aspiring social entrepreneurs from disadvantaged communities, and impact in-

vestors who contribute both money and time. Together, they embark on a six-month journey to create a social enterprise that benefits them all, while learning to take responsibility for themselves, their team and a shared higher purpose.

Building a better future

The social enterprise provides services specifically tailored to the needs of the local population and charges a small fee to ensure sustainability. This allows it to repay the low-interest loan it received from impact investors. To date, each social enterprise developed through this program has improved the lives and employment opportunities of at least 1,000 people in disadvantaged communities.

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

The 24th Capability Program enables Hilti employees to further develop their leadership skills while making a direct and meaningful impact in a country in the Global South (*country to be announced by October 31, 2025*). This part-time program runs for six months, with a total of 16 learning days spread over the duration of the program.

Prerequisites and course dates

Participants will also receive 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 9,500 EUR, which covers all costs, is fully funded by the Hilti Group. Participation is compensated as working time. In principle, all Hilti employees are eligible, but an interview with se-

nior management and Bookbridge is required. The interview, which is conducted online and lasts approximately 45 minutes, allows candidates to explain their motivation and ask questions. It helps assess their fit with the program and their potential to make a meaningful contribution to the project.

Module 1	15.04 – 17.04.26	Switzerland
Module 2	16.05 – 23.05.26	tba
Module 3	15.07 – 17.07.26	Switzerland
Module 4	15.10 – 16.10.26	Switzerland

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

