



**POLLINATE POTLUCK: GLOBAL GATHERING 2026**

*Kapwa: Building the Future of Impact Incubation, Together | Manila, Philippines | Oct 6–8, 2026*

★ **SAMPLE SESSION PROPOSAL — use this as a guide when drafting your own** ★

SESSION TITLE	PRESENTER
<b>Who Stays, Who Leaves:</b> Honest Conversations on Talent Retention in Impact Incubators <i>85/90 characters max</i>	Amara Diallo, Executive Director, BridgeHub Accelerator Co-facilitator: Priya Menon, Head of Programmes, GROW Incubator <i>[Your name, title, organisation — max 2 presenters]</i>

STREAM	SESSION FORMAT	SECTOR LENS (optional)
<b>People at the Table</b> Talent & Culture <i>Also touches: Keeping the Table Set</i>	<b>Peer-led Workshop</b> Conversational, experience-driven, no lecture component	<b>Gender</b> How gender shapes talent pipelines — who gets hired, retained, and supported into leadership

SESSION PLAN (60 min)	
<b>0–5 min</b>	Welcome + framing. Quick poll: 'What's your biggest talent challenge right now?'
<b>5–20 min</b>	Pair share: a time someone talented left and what you learned. Groups form around shared themes.
<b>20–35 min</b>	Small groups: What are the real reasons people leave? Live clustering of patterns.
<b>35–50 min</b>	Peer exchange: What have you tried? What worked, even partially? Concrete practices shared.
<b>50–60 min</b>	Wrap-up: each participant names one thing they will try. Facilitators summarise shared themes.

*[Describe your overall approach in 1–2 sentences, then map your timeline above]*

SESSION OBJECTIVES	SESSION DESCRIPTION
By the end of this session, participants will be able to: 1. Identify root causes of talent turnover in their own context, separating structural from addressable factors. 2. Name at least two peer-tested retention practices from other regional contexts worth adapting. 3. Leave with one concrete experiment to try — and a peer network to draw on. <i>[Up to 3 objectives, written as 'participants will be able to...' statements]</i>	Talent is one of the most pressing — and least talked about — challenges in impact incubation. Across the Global South, incubators are losing skilled people to burnout, better-resourced organisations, and the absence of visible career paths. Yet few spaces exist for incubator leaders to be honest about this with peers who truly understand the constraints. This peer-led workshop creates that space. We will explore why people leave, what has actually worked to retain them, and where structural conditions make sustainability genuinely hard — moving from pattern-spotting to peer exchange to practical takeaways. <i>[One paragraph — what's the topic, why does it matter now, what will participants gain? End with a sentence summarising your objectives]</i>

Call open: Feb 25 – Apr 10, 2026 | All Pollinate members eligible | Co-facilitation welcome | [communications@pollinateimpact.org](mailto:communications@pollinateimpact.org)

