

SPRING

THE LEAP OF LEADERSHIP

Justice. Connection. Transformation.

STRATEGIC FRAMEWORK
2022-2025



Spring is a global capacity accelerator for social and climate justice leaders.

Our **purpose** is to support change leaders around the world in accelerating their individual and collective capacities to realize ambitious goals to solve systemic problems.

We **partner** with people and organizations to develop ways of thriving in complexity, gaining fresh perspectives and forging powerful new pathways for change.





The world needs transformative leadership to cooperate across differences and worldviews and solve systemic problems.

Scientists warn us that continued fossil fuels use will push our planet over the planetary heating threshold of 1.5°C by the end of the decade, creating a threat multiplier that will exacerbate conflict, inequality, food insecurity and more. **Supporting leaders for climate justice is essential for mobilizing the political will to stop the climate crisis and for resilience against cascading crises.**

Meanwhile, covid-19 has deepened polarization and exacerbated human rights violations. However, it has created a unique opening for system change. Strong transnational and cross-issue coalitions spanning the Global South and Global North have come together online and on-the-ground to advocate for a future that “builds back better.” Indigenous leaders, young people and powerful decentralized movements are shifting the landscape of what is deemed possible. **Supporting frontline and emerging leaders to organize effectively in-person, virtually and hybridly is important for propelling movements toward tipping points bringing about system change and secure, caring societies.**

Funding is imperative. The philanthropy and funding universe is evolving in response to calls to decolonize wealth and improve inclusion. Funding for movement organizing, tax justice and corporate responsibility, along with technological innovations like blockchain present openings to resource system change. **Catalyzing change in philanthropy can lead to outside-of-the-box solutions to power thriving 21st century movements.**



We understand this vision to be emergent. We'll work with a diversity of changemakers to support a myriad of solutions to constantly evolving challenges.

OUR VALUES



We see **leadership** as a collaborative practice of **being in service to people and planet**. It's the ability create and sustain the space, creativity and resources needed for people to imagine, unite and realize their visions for change. Our core values are:

- **Justice** is our guiding light. It defines who we choose to work with and the culture we cultivate.
- **Connection** is at the heart of our community. Being in relationship with one another and valuing multiple perspectives is essential for long-term collaboration for system change. Resilience is relational.
- **Transformation** Igniting human potential is our raison d'être. We're not interested in tinkering around the edges — we support changemakers to stretch their abilities and take big leaps of leadership to transform the way we think, feel, live and work together to shape our societies.





THEORY OF CHANGE

If we support leaders at the forefront of social and climate justice worldwide to **strengthen** their individual and collective capacities to **navigate** complexity, power, conflict, and funding while **joining forces** across silos, sectors and worldviews...

... then these frontrunners can dismantle oppressive power structures and achieve their goals at an accelerated pace

...

... which will bring us all closer to the **life-sustaining societies** we imagine.

PROGRAMS



Our **Coaching** programs are deeply customized for **individuals, groups and organizations**. We take a whole-of-person approach with a focus on developing new, more expansive perspectives and capacities that support leaders in realizing ambitious goals. This also involves trying new things, including what lies outside of their comfort zone.



Our **Facilitation** programs unlock the potential of **gatherings and enhance leaders' fluency in facilitating meaningful, equitable collaborations**. These programs offer a wide range of tools and frameworks while delving into individual development areas. We also work with multi-stakeholder groups to facilitate complex processes and other convenings.



Our **Financial Innovation and Resilience (FiRe)** program is a **comprehensive training with multi-month accompaniment that helps social movement actors build greater financial strength**, be creative and apply learnings to their specific contexts. We also collaborate with funders, government and corporations in service of civil society, seeking to deepen understandings of what it takes for movements to be financially healthy.

IN-PERSON. VIRTUAL. HYBRID.

APPROACH



Purpose-driven and responsive. We don't propose to have all the solutions; we support our partners to achieve *their* goals with tools and approaches that inspire smart risk-taking and bold, creative new moves. We tailor our programs to our partners needs, shifting and evolving with their specific internal and external contexts, as well as global trends.



Human-centred. Programs are designed to help individuals gain lasting self-awareness and confidence, new perspectives and the ability to forge powerful new pathways. We facilitate peer-learning, experimentation, vulnerability and authenticity. Our programs are future-ready: supporting partners to apply what they learn to emerging challenges and opportunities.



Community-building. As a global community of trainers, facilitators and experts, we accelerate change by building trust, sharing knowledge and by deepening our connections and networks. As a social enterprise, we see our financial model as being tied to this community. We aim to be good community members by making Spring's offerings financially accessible to people around the world.

FRAMEWORK OVERVIEW



Purpose:

We exist to catalyze the big shifts our world needs to bridge the gap between the present and a future we know is possible.

We support social and climate justice leaders around the world to accelerate their individual and collective capacities to realize ambitious goals and solve systemic problems.



Values:

Justice
Connection
Transformation

These values are the threads connecting the mycelium network symbolizing our community and approach to capacity acceleration.

Collective development
(relationships)

Individual development
(hearts & minds)

Individual development
(personal actions)

Collective development
(systemic action)

Cutting-edge
facilitation and
collaboration
trainings and
support.

Integral
leadership
coaching
for individuals
and teams.

Breakthrough
Financial
Innovation &
Resilience
training and
accompaniment.



Taking leaps of leadership

to navigate
complexity,
power,
conflict,
and
funding



Long-term goal:

We have played a key role in creating a world in which the rights of all people and our planet are upheld, enabling human beings to thrive, collaborate and build life-sustaining societies.

A world where money flows in service of this vision, not just profit.

BIG GOAL

Any change leader who wants to take a leap of leadership *can* take a leap of leadership.

leap . of . leadership

noun

a courageous stretch outside your comfort zone in order to gain self-awareness, steward strong relationships and build your capacity to innovate systems for a more just world.

strategies



STRATEGIES

to achieve our goal
2022–2025

Future readiness:

Learning from innovations and our experience working with a variety of changemakers at the forefront of social change to effectively support leaders around the world.

Responsive programs:

Scale out our three programs, and related events, while working with our global team to adapt them to be fully inclusive, financially accessible, and available in multiple languages.

Public engagement:

Share the learnings and innovations from our programs with the public and cultivate a community within Spring and with our peers in the field of social justice leadership.

Spring as a living system:

Intentionally nurture the Spring ecosystem so that it thrives, including our financial structure, organizational culture and the personal development of our team.

× WHO WE WORK WITH

800+ partner organizations

We partner with human rights defenders, civil society organizations, funders, networks, young leaders, Indigenous and traditional community groups, governments and corporations to ignite human potential and nurture the leadership the world needs.

RECENT PARTNERS:





IMPACT

Over the last 15 years, we've supported the leadership journeys of nearly 7,000 individuals from over 60 countries.

Over 95% would recommend Spring's programs.

Leaders from organizations of all budgets, sizes and life-stages exit our programs with more confidence, fresh mindsets and concrete progress toward their goals. We are deeply committed to continuous improvement through our robust monitoring and evaluation process.

Spring has trained **350+ highly satisfied organizations** through our **FIRE** program since 2012.

More than 95% of **294 Facilitation** program participants in the last two years believe they will now make significant progress.

Our global team has supported **133 coaching clients** from 26 countries to achieve clarity and growth.

Find more information and testimonials at springstrategies.org

OUR TEAM

We are a **small** but **MIGHTY**
social impact partner.

40 people in 12+ countries

We come from multiple countries, cultures, movements and walks of life. We are activists, advocates, creatives, experts, coaches, bridge-builders, facilitators, wisdom seekers and innovators with a deep commitment to social justice working in many languages to set system change in motion.