



Strategic Compass

2025 - 2028



Spring — where changemakers explore, grow and transform. We are a partner for leaders on paths of transformation.

Our **purpose** is to support a diversity of changemakers around the world to more effectively and resourcefully address systemic problems. We work with everyone from human rights defenders and feminist movements to Indigenous groups and philanthropic funders.

Since Spring's founding in 2004, we've supported individuals and teams to achieve their goals through transformative training programs, leadership coaching and conversation spaces 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. Our offerings focus on leadership development, financial resilience and meaningful collaboration.



This moment...

→ Our global context



We're responding in generative ways to some of the most pressing trends among the world's interlocking political, economic, cultural and environmental crises: the consequences of violent conflict, stalled climate action, rising authoritarianism, anti-rights and anti-gender agendas as well as the increasingly oligarchic control of our technological lives.

While forces of hate, polarization and uncertainty try to fragment our societies, this pressure also invites us to think boldly and creatively — to forge unexpected partnerships and nurture our collective resilience.

We believe that this moment calls us to dig deeper into our shared humanity and address these challenges with our fullest selves, as interconnected beings so that we can advance social and climate justice work in more revelatory and radical ways. Hope, as always, is a verb — and there is much to reimagine and inspire action as we step into 2025.

Our vision

Our **vision** is 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.



Our values

We see **leadership** as a collaborative practice of leveraging one's gifts and energies in service of people and planet:

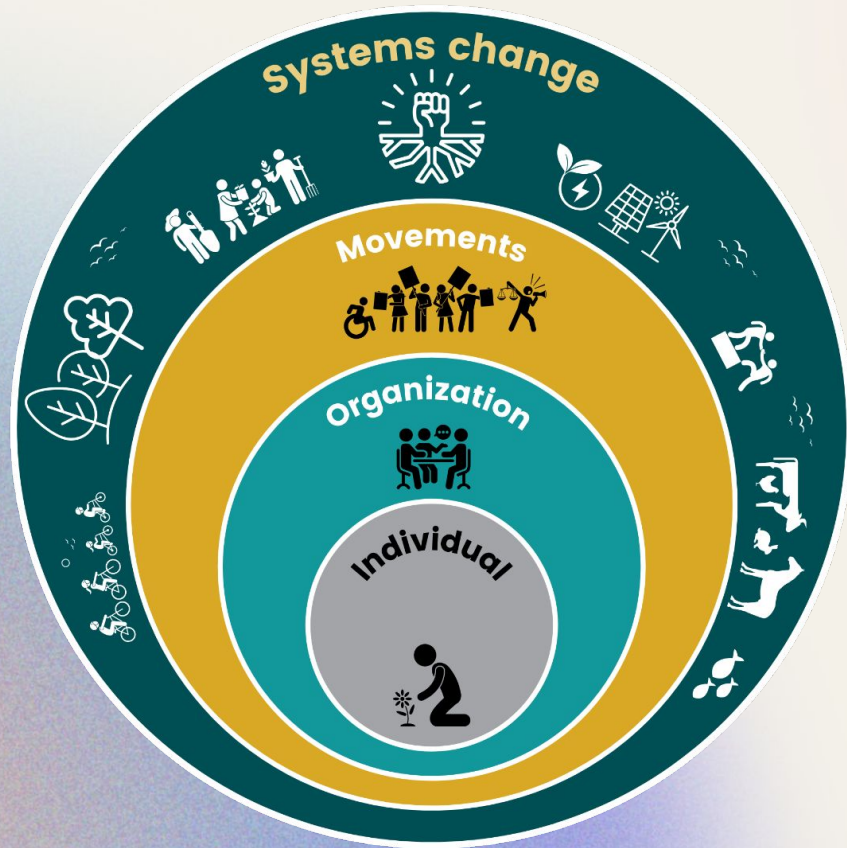
- **Justice** is our guiding light. It defines who we choose to work with and the culture we cultivate.
- **Connection** is at the heart of our community. Being in relationship with one another and valuing multiple perspectives is essential for meaningful change. Resilience is relational.
- **Transformation:** We support changemakers to stretch their abilities and take big leaps of leadership that transform the way they think, feel, live and work together so they can reach their goals.



Theory of Change

We believe that bringing life-sustaining communities into being requires leaders at the forefront of change to navigate complexity, power, conflict, and funding in generative ways, joining forces across silos, sectors, and worldviews.





**We approach capacity
development with
multiple lenses.**

**We are a small but
MIGHTY partner for
transformation.**



**38 people in
13 countries,
working in 7
languages.**

We are 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 systems change in motion.

At Spring, we value the different perspectives, backgrounds and experiences that make each person unique. This includes but is not limited to an individual's race, ethnicity, gender identity, gender expression, age, class, religion, disability, and sexual orientation.

We believe that it takes a wide diversity of perspectives, experiences and ways of working to successfully navigate complexity, address systemic causes of oppression and contribute to a more just and life sustaining future.

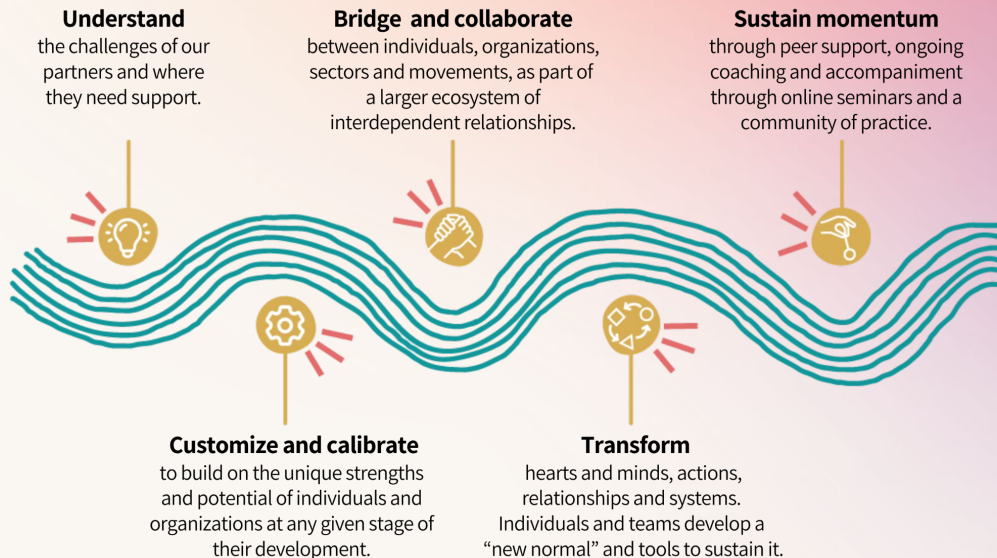


How we work

We tailor our offerings to **your needs**, supporting you to **accelerate your impact with approaches that inspire smart risk-taking and creative new moves**. We'll encourage you to step outside of your comfort zone and take leaps of leadership through outside-the-box thinking and hands-on practice.



HERE'S HOW



Program Areas

Financial Innovation & Resilience (FIRE)

Igniting powerful financial futures

FIRE is an internationally acclaimed program designed for social and climate justice organizations who want to build greater financial strength. Participants explore the fundamentals of financial resilience along with innovative tools and strategies to adapt to increasingly volatile political and funding landscapes. Participants leave with a fresh capacity to these changing landscapes, invaluable knowledge for engaging funders, and a ready-to-use toolbox of strategies and practices. This toolbox could include: customized action plans, financial health dashboards, strategic budgeting strategies, new opportunities for audience-centred communications, donor prospecting, relationship-building, and income diversification. Programs are highly customized and include coaching, accompaniment sessions, and financial diagnostics.

Reimagining how we collaborate

Dynamic facilitation for complex times

Movements, networks and philanthropic circles need more people with the presence, awareness, and skills to listen deeply, nurture meaningful connections, navigate conflict in resourceful ways, and stay grounded and open-hearted in the midst of complexity. Spring has developed two distinct offers to support changemakers. **High-impact Meetings** supports teams and individuals looking for practical solutions to revitalize their meetings and make collaborative work more impactful. **The Transformative Facilitator** is a developmental journey for experienced and emerging facilitators looking to cultivate more depth, intentionality, and capacity to work with complexity in team settings and larger convenings.



Program Areas



Leadership development

Nourishing practice spaces for social justice leaders

Our leadership development programs are designed for anyone working toward social and climate justice, no matter their formal role or title. We believe that leadership is something everyone can bring to the table by leveraging their gifts in service of people and planet. Each individual will make progress against deeply meaningful personal goals. Through our cohort-based trainings, we support individuals to avoid the traps of overwhelm and depletion and instead build healthy cultures and institutional practices, including in areas of decision-making and complexity management. The goal of the program is for participants to gain greater confidence, capacity and creativity in how they manifest their leadership.

Coaching

Finding greater confidence and ease in realizing what deeply matters to you

Spring's leadership coaching does more than just “unlock your potential”. We rely on a “whole person” approach to help participants live a more fulfilling and impactful life. In our customized **team, pod or individual coaching programs (available in English, Spanish, Portuguese, French, Dutch, German and Indonesian)**, participants will identify unique stretch goals and with the support of a coach will identify long-standing patterns, understand (and leverage) their strengths and get outside of their comfort zones by practicing new capacities. Participants can shift unhelpful patterns related to work-life balance, stress, dealing with conflict, delegating effectively, navigating uncertainty, setting boundaries and more. They'll make progress on their stretch goal and finish the program feeling greater confidence and ease navigating everyday challenges.



Strategic Principles

1 Future readiness

Learning from innovators, thought leaders, practitioners and front-line defenders to ensure we are supporting changemakers to build the financial capacities and developmental readiness to meet future and intergenerational challenges.

3 Public engagement

Engaging in collective conversations around global human rights, climate justice, funding and transformative collaboration, while seeding inspiration through impact storytelling.



2 Responsive partnerships

Creating partnerships with a diverse range of actors at the forefront of change while simultaneously growing our low-barrier public programs to meet the ever-expanding need for leadership support globally.

4 Spring as a living system

Nurturing our Spring ecosystem so that we continue to thrive as individuals, a community and a social enterprise while embodying the change we are working to catalyze in the world.

Partners

**We've partnered with 1000+ organizations
in almost 100 countries.**

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



Partners

A selection of our partners:



Impact

**97% of clients
recommend us**

*for our FIRE and coaching
programs. **100% of our facilitation
clients recommend us.**



**1-in-4 clients access our
public programs at
pay-what-you-can rates.**



20 years of experience

8,000 individuals

1,000 organizations



springstrategies.org