



## **MENTORING A SPRING IMPACT TEAM MEMBER**

JANUARY 2019

### **About us**

[Spring Impact](#) is a non-profit social enterprise born out of a frustration of seeing social organizations constantly reinventing the wheel and wasting scarce resources. Using a combination of commercial and social sector principles while drawing on practical expertise, we help organizations identify, design and implement the right social replication strategy and model, enabling them to solve social problems on a much larger scale.

Spring Impact is growing and we want to make sure that we're supporting our new talent to achieve their potential! We have 3 team members for which we're looking for a mentor, all of them based in the Bay Area, who are in the early stages of their consulting careers. All are dedicated to our work in supporting social innovations to scale and are intelligent and thoughtful.

We have had many wonderful mentoring relationships with people over the years and one consistent piece of feedback is how much the mentors get out of the relationship.

### **Mentoring program details**

- It is a semi-formal mentoring program with a commitment to 6 sessions of 1-1.5 hours, once every 6 weeks or so
- We will give the mentor a few tools and tips to make the most of the relationship
- If we make a mentoring match that turns out not to be a fit after a session or two it's no problem to end the relationship early
- If the mentor is based in the Bay Area they can meet face to face, alternatively video calling would be fine
- This is a volunteer role

### **Skill development areas**

Our team, specifically [Marina Kaneko](#), [Misha Schmidt](#), and [Serena Sonderegger](#) have expressed interest in their development in the following areas:

- Verbal communications skills, including critical thinking and real time responses, facilitation, and speaking with self-confidence
- Exploring career pathways and different ways to specialize or build expertise (e.g. issue areas, business strategy and operations, impact data management and analysis, etc.)
- Consulting skills, such as diagnostic skills

We think our team would best learn from individuals with experience of working in a consulting business or professional services firm.

If you're interested in being a Spring Impact mentor or would like more information, please contact [cho@springimpact.org](mailto:cho@springimpact.org)

#### **SPRING IMPACT**

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