IMPACT REPORT

2020 - 2024

SKULTCHA

SHIFTING CULTURE

for a better world

OUR DNA

At Skultcha, we believe that to be able to shift the world towards a more conscious, regenerative, inclusive development path, we need to shift individual and collective culture.

We are leaders, dreamers and adventurers, creating and implementing a new vision for our collective future. Our work aims to shift organisational, corporate and individual culture, to support them in taking a system change and transformative approach to their sustainability, ESG, shared value, impact and legacy journeys, to create a better world.

PURPOSE

Shifting culture for a better world.

VISION

Being the partner of choice for companies, organisations, governments, and people to assist, support, challenge and inspire them to SHIFT their CULTURE to have systemic and transformative impacts.

VALUES

Authenticity, impact, accountability, love, boldness, agility.

WHY
IN OUR WORDS

At Skultcha, we believe that to be able to shift the world towards a more conscious, regenerative, inclusive development path, we need to shift individual and collective culture.

Skultcha has been operating since 2020. Our purpose is to shift culture for a better world. Our work adopts a creative and unique approach to shift organisational, corporate and individual culture, to support them in taking a system change and transformative approach to their sustainability, ESG, shared value, impact and legacy journeys to create a better world.

Why the focus on culture and why we think it is so important? Culture encompasses the attitudes, ideas, knowledge, habits, feelings, values, behaviours, general customs, beliefs and mental models that characterise and inform society as a whole or any social group within it. It constitutes the shared basis of social action. Culture determines how we see and understand the world and how we live, act, think and feel.

At Skultcha, we believe that to be able to shift the world towards a more conscious, regenerative, inclusive development path, we need to shift individual and collective culture. In the current approach to support sustainable development, work is being done on policy, science, data, knowledge, products, services, finance, techniques and technologies. However, there is a missing link. The fact is that to change the world and its development purpose, we have to change human behaviours, we have to shift human culture. We have to work with humanity, and this requires a different set of tools, approaches and methodologies to transform individual and collective thinking, mindsets, beliefs, behaviours, ideas, relationships, mental models, aspirations, motivations, purposes, visions and paradigms.

The world today does not need 'business as usual'. We need leaders, dreamers and adventurers to co-create and co-implement a new vision for our collective future, to become more sustainable, conscious, and inclusive.
It requires bold thinking. It requires all of us to take more risks, challenge the status quo and paradigms, change our mindsets, be more innovative, experiment and make things happen. It requires partnerships and ecosystems to be formed. It requires authentic individual and collective leadership.

We are not your normal consultancy, we are your transformative and system change partner for a better world. We are here to rock your world, to stretch and challenge you to become the best version of yourself as a person and as an organisation.

The way we measure our success is through our impact on the people and organisations we work with, on their stakeholders, individually and collectively, on the processes we facilitate, and overall, on the way we shift the culture of organisations and people for a better world. Every time we assess a new work opportunity, a new client, or a new partnership, we think first about its potential impact. We ask ourselves: will this contribute to our purpose! Is it aligned with our values! Will it add real value in terms of sustainability! Will it be transformative and shift systems to create a more sustainable, conscious, regenerative, inclusive and kind world!

We are passionate about shifting culture for a better world. We love facilitating transformative and system change processes at different levels, in different systems, communities and organisations. This is what makes us wake up in the morning, working with meaning, and there is nothing better. We focus on what matters, on what needs to be done, we strive to catalyse and drive inspiration, intent, energy, actions and passion. This is us, this is Skultcha. We could not live our passion and purpose without our partners and clients who trust us. We can only do what we do because they gave us a chance, an opportunity and we went for it, together. We are so grateful to all our clients, partners and special agents of change in our ecosystem, it has been an amazing privilege to collaborate with you over the last four years.

Skultcha demonstrates that you are never too small to have an impact, to shift systems and culture. You have agency to change the world around you, one small step at a time. Our work demonstrates that small SMMEs can collaborate with big organisations to shift culture and systems through transformative partnerships, based on shared purpose, values and vision.

Thank you for enabling us to live our purpose and our passion. This is a privilege indeed and hopefully we can inspire and support other organisations and people to do the same.

The Skultcha team:

Marie Parramon Gurney
CEO and Chief Transformative Impact Office

Patrick Gurney
Creative Strategist & Thinker

IMPACT IN NUMBERS

for a better world

WHAT AND WHO WE SHIFTED

SECTOR ENGAGEMENTS
11

GLOBAL SYSTEM CHANGE INITITIVES
5

COMPANY IMPACT JOURNEYS
37

AFRICAN POLICY PROCESSES
4

LARGE STAKEHOLDER ENGAGEMENTS
58

SK
SKULTCHA

COMMUNITIES OF PRACTICE
3

CO-CREATION PROCESSES FOR SUSTAINABILITY
73

ESG AFRICA CONFERENCE
1

SHIFTED EMERGING LEADERS
234

ONE COMPANY

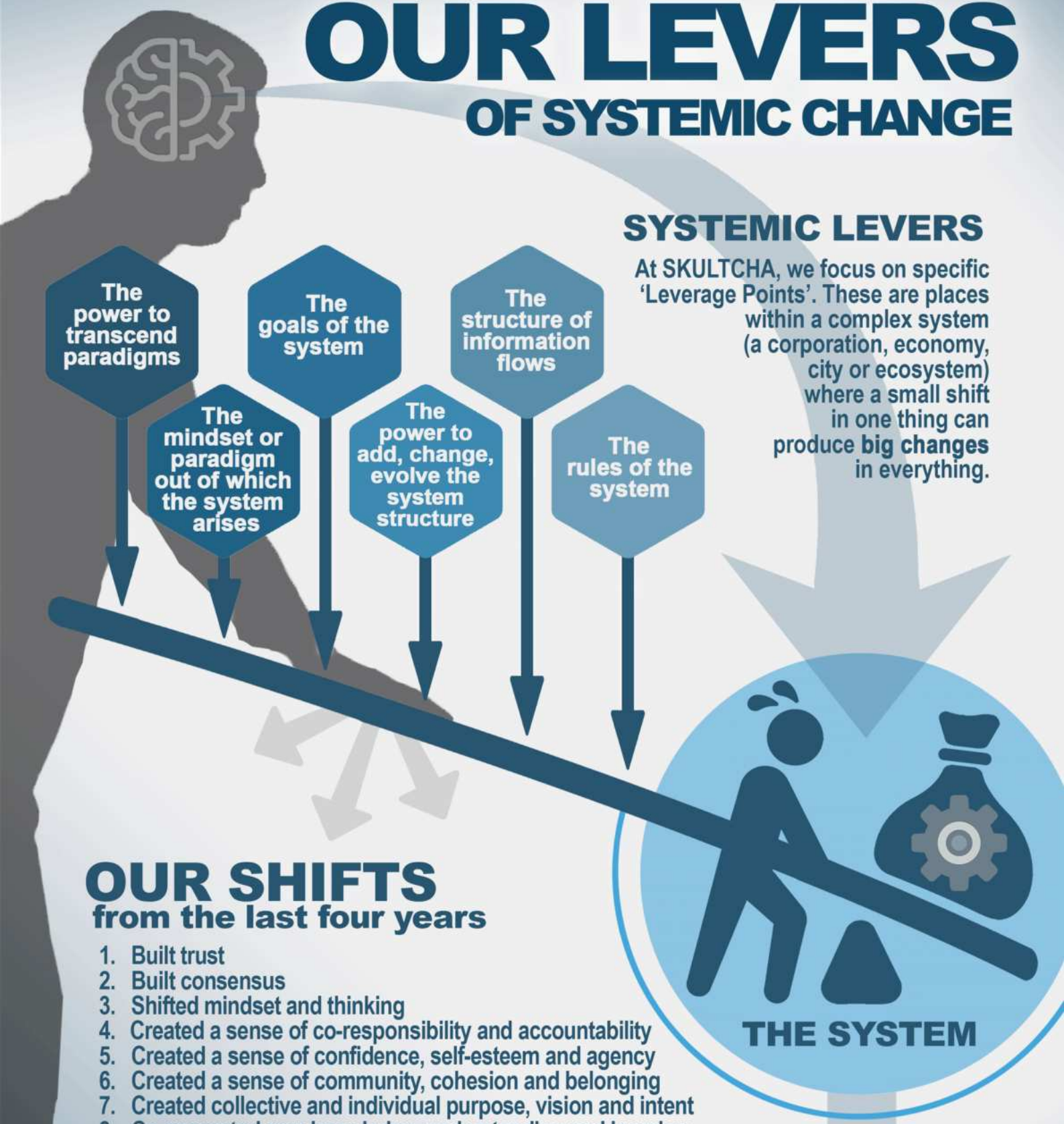
TWENTY COUNTRIES

THREE CONTINENTS

OUR LEVERS
OF SYSTEMIC CHANGE

SYSTEMIC LEVERS

At SKULTCHA, we focus on specific 'Leverage Points'. These are places within a complex system (a corporation, economy, city or ecosystem) where a small shift in one thing can produce **big changes** in everything.



OUR SHIFTS
from the last four years

1. Built trust
2. Built consensus
3. Shifted mindset and thinking
4. Created a sense of co-responsibility and accountability
5. Created a sense of confidence, self-esteem and agency
6. Created a sense of community, cohesion and belonging
7. Created collective and individual purpose, vision and intent
8. Co-generated new knowledge, understanding and learning
9. Developed buy-in and a sense of co-ownership and inclusion within the processes
10. Inspired and motivated people to be more transformative and courageous
11. Created safe spaces for honest and authentic dialogues and engagements
12. Supported transformative partnerships and ecosystems development
13. Supported African voices, leadership and narratives to influence the world

OUR CONTRIBUTION
To the Sustainable Development Goals

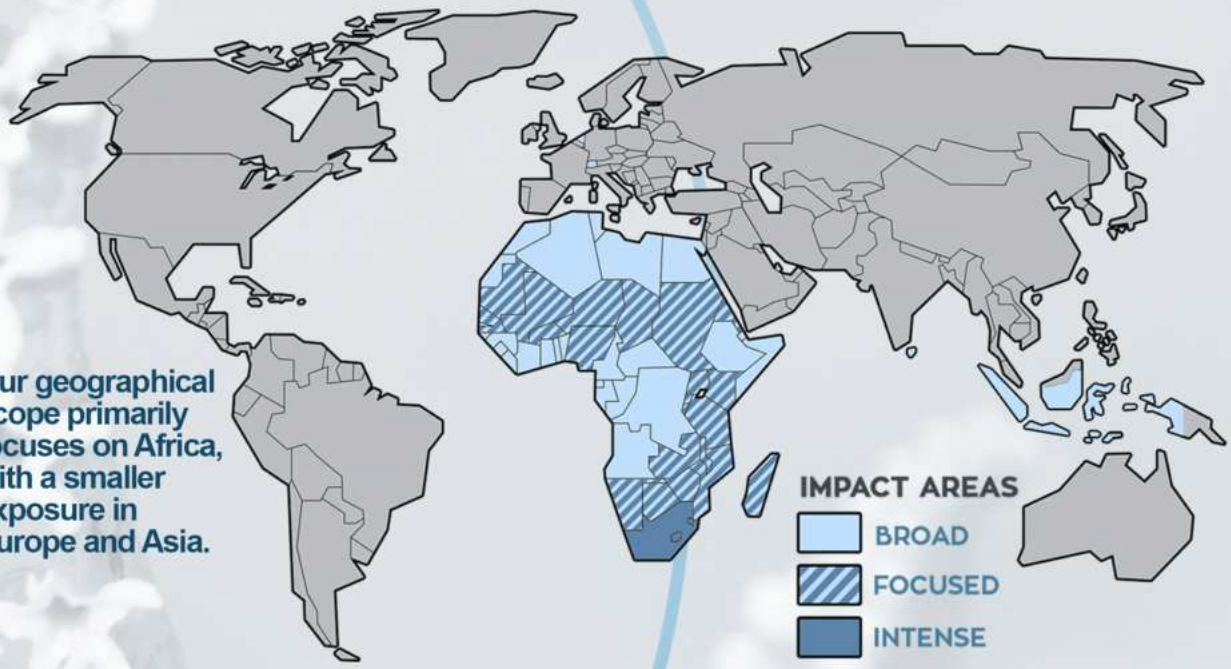
Since Skultcha was established in 2020, we have contributed to the African Union's Agenda 2063 and the UN's Sustainable Development Goals.

"What counts in life is not the mere fact that we have lived. It is what difference we have made to the lives of others."

Nelson Mandela

WHERE
AND WHO WE WORK WITH

We support people and organisations in becoming more transformative and taking a system change approach to their sustainability, ESG, shared value, impact and legacy journeys.



Our geographical scope primarily focuses on Africa, with a smaller exposure in Europe and Asia.

OUR ECOSYSTEM OF IMPACT

KEY PARTNERS

IUCN

ESG AFRICA CONFERENCE

ATHARI

World Agroforestry

CIFOR

wasafiri

oneworld

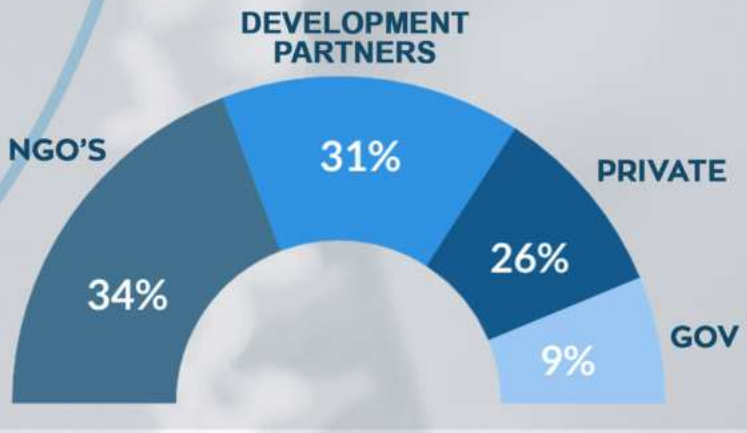
STRATEGIC MINDSETS

CLIMATE LEGAL

SHARED The Decision Hub

CLIENT MIX

We work with a diverse variety of people and organisations, including the private sector, governments, NGOs, development aid partners and donors.



SECTOR MIX

We work across a range of sectors, including mining, international development aid, waste management, plastic industry, manufacturing, agriculture, ITC (Information and Communications Technology), art and culture, health, energy, banking and finance.

OUR APPROACH

Key interventions and processes

We support organisations in taking a more transformative and system change approach to their sustainability, ESG, shared value, impact and legacy journeys. Our approach is illustrated below:

1 LEAD

Co-develop and implement a purpose-driven, bespoke sustainability journey and shared value proposition to deliver systemic and transformative impacts.

2 INNOVATE

Bring agility, innovation and a new mindset to your sustainability journey and shared value proposition to become 'Future-Fit' and 'transformative'.

3 BUILD ECOSYSTEMS

Access a unique combination of skills, knowledge, and tools to support you and become part of an ecosystem of systemic and transformative change agents.

SHIFT HUMAN ECOSYSTEMS

Supporting the development of purpose driven authentic leaders and cohesion of teams, stakeholders and communities to co-develop shared purpose, intent, and vision, working together as an inclusive ecosystem to make things happen on the ground.

SHIFT PURPOSE & VISION

Facilitating the emergence of new thinking, paradigms, ideas, mindset, culture, visions, strategy, and roadmaps to support transformative and systemic impacts on the ground, integrating human, natural and economic ecosystems.

SHIFT YOUR SUSTAINABILITY JOURNEY

Assisting you in taking your sustainability culture, discussion, thinking, actions, systems, processes and tools to the next level to be 'Future-Fit' and transformative, supporting real, positive, concrete and systemic impacts on the ground.

SHIFT YOUR COMMUNICATION

We shift your communication to be more authentic, honest, meaningful, impactful, transparent, conscious, purpose-driven and 'Future-Fit'.

OUR TOOLS

Key tools to shift culture

We support organisations in taking a more transformative and system change approach to their sustainability, ESG, shared value, impact, and legacy journeys. We use the following tools:

1. Team transformative reflective and learning journey
2. Foresight analysis
3. Systemic multi-stakeholder engagement
4. Co-creation process
5. Innovative sprint
6. Research
7. System change thinking and process
8. Systemic and transformative facilitation
9. Develop transformative & systemic theories of change
10. Transformative approach to event design
11. System approach to scaling
12. Strategic guidance and advice
13. Capacity building
14. Mentoring and coaching
15. Transformative communication

"By working with you my perspectives of facilitation have changed and I have realised the value of transformative facilitation".

Joelle Albert - WWF

WHAT
OUR CLIENTS SAY

Shifting culture for a better world since 2020

"Skultcha is one of the few that really understand how transformation happens and how to orient a team to have transformative impact."

SABRINA ROSE
The Alliance of Bioversity International & CIAT

"Great Systems thinking, comfortable with complexity. Compassionate, flexible and well prepared. SKULTCHA helped us build on what we had."

MIEKE BOURNE
CGIAR / ICRAF

"Highly reliable -You gave us a great understanding of foresight analysis & systems thinking - always extremely professional and technically sound with the ability to work across different sectors - You are incredibly good at making learning enjoyable."

MINE PABARI
AYO OJEBODE
MASTERCARD FOUNDATION

"Their team is professional, flexible, collegial and firm without being pushy. I certainly recommend you partner with Skultcha - effortless with fantastic results."

DAVID WILSON
MENTORSHIP MOVEMENT

"Skulctha maximised participation and discussion. All the participants loved the organised structure and dialogue."

TSHOKOLOGO MANGWALE
CGSA

"Highly organised, able to see the BIG picture – connecting and leveraging stakeholders. Skultcha is direct and efficient, producing clear reports – highly recommended."

LYNN SORRENTINO
IUCN

"Skultcha is energising and inspiring. Their facilitation approach is a game-changer with deep levels of engagement and enthusiasm – The results speak for themselves"

JESSICA ALLEN
ONE WORLD

"Amazing session/event in terms of consensus building, knowledge sharing, learning and trust building – Thank you"

MADIHA AHMED / SARAH CZUNYI
IDRC

"Excellent workshop design and facilitation skills. Pro-active planning and good understanding of African context - great working with you, your support was highly appreciated."

JIM WOODHILL
AGRIFOOD CONSULTING

OUR HISTORY

How did it all start

Skultcha started as a two year road trip with a clear intent and became a purpose driven journey to shift culture of people and organisations for a better world.

The Journey

1	2	19	24	54,000	100,000
VEHICLE	PEOPLE	MONTHS	COUNTRIES	KILOMETERS	DISCUSSIONS

Skultcha is first and foremost a personal journey, of learning, exploration and self-realisation.
A journey which would enable us to rethink, redesign and re-engineer our life, our way of living. We planned a journey to shift our culture to allow us to co-create a better world.

On the 3rd June 2018 our journey began. From France to South Africa, we would cover 54,000km travelling through 24 countries exploring different cultures and celebrating difference.

- France
- Switzerland
- Italy
- Croatia
- Slovenia
- Hungary
- Romania
- Bulgaria
- Greece
- Turkey
- Israel
- Palestine
- Jordan
- Egypt
- Sudan
- Ethiopia
- Kenya
- Uganda
- Rwanda
- Tanzania
- Malawi
- Zambia
- Zimbabwe
- South Africa

The Conversation - finding purpose

We had a clear intent for our journey, to better understand what changes we can make in the way we live, work, think and behave. To explore human solutions to support a better world.

We set out to engage and communicate with people, to have conversations about their way of living, their culture, their fears, thier values and their vision for the future - to hear their stories. There was so much to learn and engage on. Throughout our 19-month journey covering 24 countries we engaged in authentic discussions, human to human.

Questions:

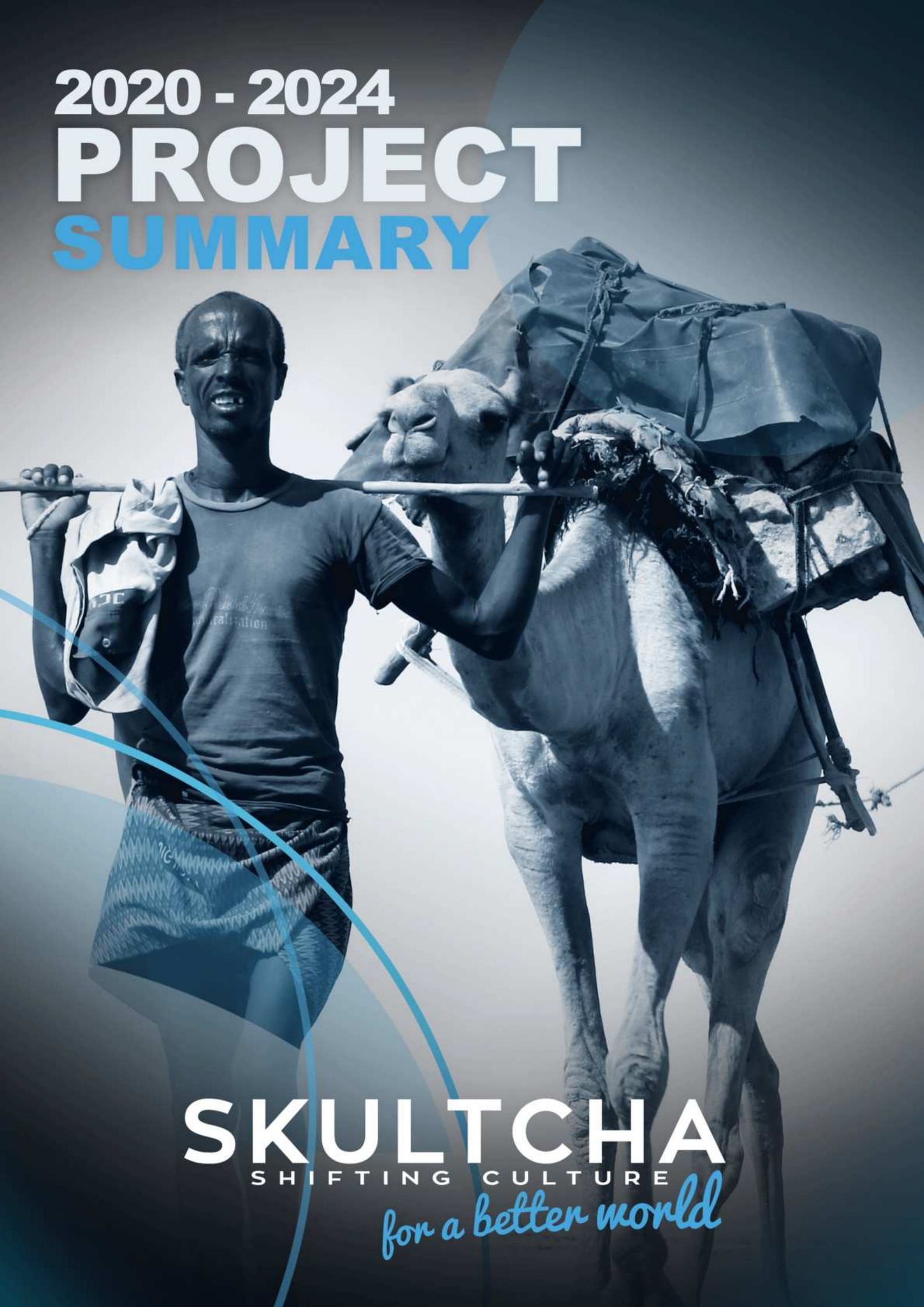
We asked two difficult & pivotal questions of almost everyone we met:

1. **What is the one important life-lesson you have learned that you would pass on to future generations?**
2. **What would you like people to say about you once you have passed-on?**

These foundational questions enabled us to have really deep systemic conversations with people and to learn what drive us as humanity.
We also discovered how each culture formulates a narrative and identity which frames their views about the world and their reactions to it.

PHOTO: Pyramids of Jebel Barkal - SUDAN

2020 - 2024 PROJECT SUMMARY



SKULTCHA
SHIFTING CULTURE
for a better world

WORK
SUMMARY OF OUR WORK

Creating and facilitating great stakeholder engagements since 2020

CLIENT: Vedanta Zinc International, Black Mountain Mining (BMM)
PROJECT: **Biodiversity collaboration between IUCN and BMM for Gamsberg**
PARTNER: IUCN (International Union for the Conservation of Nature)
SCOPE: South Africa
DATE: 2020 - 2024
SECTOR: Mining
KEY IMPACT: Mainstreaming biodiversity into mining, biodiversity management
FOCUS: Support biodiversity mainstreaming into the Vedanta BMM, Gamsberg mining project through:

- Improvement and implementation of the biodiversity management plan
- Implementation and monitoring of the biodiversity offset
- Development and implementation of an integrated biodiversity monitoring system
- Development of a long-term integrated landscape biodiversity strategy for BMM
- Improve communication and stakeholders engagement.
- Improve internal governance

KEY TOOLS: Co-creation of inputs for strategy development, long-term and integrated approach to strategy development, improvement of communication

BIG SHIFTS: Internal culture shift, team cohesion, integrated approach, research, capacity building, strategic advice, system approach to thinking about impact and legacy.

https://www.iucn.org/our-work/topic/extractive-energy-and-infrastructure
https://www.vedantalimited.com/eng/esg_biodiversity.php

CLIENT: BELGOTEX SOUTH AFRICA
PROJECT: **Belgotex Circularity/Circular Economy Strategy**
PARTNER: -
SCOPE: South Africa and Africa
DATE: 2022 - 2023
SECTOR: Manufacturing, carpet and artificial grass manufacturer.
KEY IMPACT: Circularity/Circular Economy Strategy, sustainability, ESG
FOCUS: Support leadership in developing a circular economy/circularity strategy for the company, coaching and mentor circularity manager in developing strategy

- Improvement and implementation of the biodiversity management plan
- Implementation and monitoring of the biodiversity offset
- Development and implementation of an integrated biodiversity monitoring system
- Development of a long-term integrated landscape biodiversity strategy for BMM
- Improve communication and stakeholders engagement.

KEY TOOLS: Mentoring and coaching supporting co-creation of inputs for strategy development, co-designed approach for strategy development

BIG SHIFTS: Co-created clear milestones and priorities moving forward, improved momentum and motivation, improvement of confidence and sense of agency.

https://www.belgotex.co.za/our-green-journey

WORK
SUMMARY OF OUR WORK
Creating and facilitating great stakeholder engagements since 2020

CLIENT: ICRAF
PROJECT: **Regreening Africa and Africa Great Green Wall (GGW)**
PARTNER: SHARED
SCOPE: Africa
DATE: 2023
SECTOR: International Development Aid
KEY IMPACT: Climate smart agriculture, biodiversity, land restoration, livelihoods, sustainable development
FOCUS: Inclusive and systemic facilitation to:

- Share knowledge and strengthen capacity on promising practices and approaches in sustainable land management with lessons from the Regreening Africa Initiative and partners
- Reflect on what has worked well, what has not worked and why
- Prioritise key areas for scaling and improvement for the GGW moving forward
- Strengthen momentum and capacity for the harmonized results management framework and the multi-purpose platform, discussing tools, approaches, and opportunities
- Discussing pillar leadership and data stewardship roles in data management structure
- Introduce the participants to foresight and enable them to discuss future scenarios for current practices and approaches through foresight application

KEY TOOLS: Team reflective and learning journey, foresight analysis to support system change, inclusive and systemic stakeholders engagement, co-creation of inputs for strategy development

BIG SHIFTS: Team better understanding of their systemic impacts, team taking a more system approach to their planning, team cohesion and sense of purpose

https://regreeningafrica.org/ https://www.unccd.int/our-work/ggwi

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CLIENT: SA PLASTIC
PROJECT: **Plastic SA – Sustainability Strategy implementation**
PARTNER: -
SCOPE: South Africa
DATE: 2023
SECTOR: Private sector, Plastic industry
KEY IMPACT: Sustainable economic development, circular economy, sustainability, ESG
FOCUS: Transformative and systemic facilitation of team session to:

- Set collective intent for suitability strategy
- Co-agreement on what success looks like
- Strategise and prioritise on the WIN for the key performance areas to implement the strategy for 2023/2024
- Co-identify implementation guiding principles
- Co-identify key milestones and processes: co-develop implementation roadmap

KEY TOOLS: Team reflective and learning journey, co-agreement on what success is, co-design of implementation roadmap

BIG SHIFTS: Clear implementation direction with roadmap, clear role and responsibilities, clear individual and collective sense of accountability and responsibilities, team cohesion and sense of purpose, trust

https://www.plasticsinfo.co.za/sustainability/

WORK
SUMMARY OF OUR WORK
Creating and facilitating great stakeholder engagements since 2020

CLIENT: National Mentorship Movement (NMM)

PROJECT: **Strategic support for sustainable development**

PARTNER: -

SCOPE: Africa

DATE: 2022 - 2023

SECTOR: NGOs, development

KEY IMPACT: Youth development, entrepreneurship, personal development, social cohesion, economic development, sustainable development

FOCUS: Inclusive and systemic facilitation to:

- Strategise their fundraising and marketing approach (though innovative sprints)
- Co-design of the NMM programmatic approach to programme development and fundraising
- Build team cohesion, direction and sense of purpose

KEY TOOLS: Interventions & Processes — Co-design of strategy, team building, innovative sprints, system change approach to strategy development

BIG SHIFTS: Changed of mindset about their why and their impact, team cohesion and sense of purpose, clear direction on priorities, development of theory of change, adopt of system approach.

https://mentorshipmovement.co.za

CLIENT: Canadian International Development Research Center

PROJECT: **The Catalyzing Change for Healthy & Sustainable Food Syster (CCHeFS) Initiative**

PARTNER: Athari

SCOPE: Multi Countries Africa

DATE: 2022 - 2023

SECTOR: International development aid

KEY IMPACT: Food systems, nutrition, health

FOCUS: Co-designed and co-facilitated a learning review and journey for the CCHeFS Initiative Team to:

- Build a sense of community among CCHEFS projects- to expand or strengthen existing networks and collaborations and lay the groundwork for building a Community of Practise of food systems actors across Africa.
- Facilitate knowledge sharing and learning among CCHeFS project teams about their research activities, with a particular focus on knowledge translation and facilitating the uptake of research finding by key knowledge users.

KEY TOOLS: Interventions & Processes — Team reflective and learning journey, transformative and systemic facilitation

BIG SHIFTS: Development of a learning mindset and culture , shared understanding of key learnings, learning, team cohesion, sense of community and belonging, shifted mindset and thinking to support system and transformative approach, co-generated new knowledge, capacity, shared understanding and learnings

https://idrc-crdi.ca/en/cchefs

WORK
SUMMARY OF OUR WORK
Creating and facilitating great stakeholder engagements since 2020

CLIENT: AICCRA and CORAF
PROJECT: **Foresight training**
PARTNER: SHARED
SCOPE: Central and West Africa
DATE: 2022
SECTOR: Agriculture, international development aid
KEY IMPACT: Climate smart agriculture, climate change adaptation, food security, pests and diseases, foresight, resilient livelihoods, inclusive and sustainable livelihoods

FOCUS: The overall objective was to build capacity in foresight tools and methods to support climate smart agriculture priorities in research, implementation, policy, and agricultural investment planning for NARIs and NARS stakeholders. Within this objective, the following sub-objectives were pursued:

- Strategise their fundraising and marketing approach (though innovative sprints)
- Co-design of the NMM programmatic approach to programme development and fundraising
- Build team cohesion, direction and sense of purpose

KEY TOOLS: Interventions & Processes: Capacity building, foresight analysis, systems change thinking, systemic facilitation.

BIG SHIFTS: Increased knowledge, capacity, confidence, thinking and changed mindset and awareness, drive and sense of leadership of trainees to conduct foresight analysis in their countries, sense of agency.

https://aiccra.cgiar.org/publications/applying-foresight-analysis-towards-development-regional-policy-and-strategic

https://cgspace.cgiar.org/server/api/core/bitstreams/ba525584-9f13-427d-9754-bc9ec9e7cd26/content

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CLIENT: AICCRA and CORAF
PROJECT: **Foresight Analysis application to inform the development of the Preparedness and Response Plan to improve Pest and Disease Outbreak Management in West and Central Africa, including development of first draft of plan**
PARTNER: SHARED
SCOPE: Central and West Africa
DATE: 2022
SECTOR: Agriculture, international development aid
KEY IMPACT: Climate smart agriculture, climate change adaptation, food security, pest and disease management, foresight, resilience, economic development, livelihoods, agroforestry.

FOCUS: Co-facilitated foresight analysis to inform the development of the preparedness and Response Plan to improve Pest and Disease Outbreak Management in West and Central Africa. The workshop brought together regional and thematic pest and disease experts to contribute towards key foresight analysis to support the regional plan. The experts session embedded key foresight approaches to ensure that the drafting of the coordination plan considers uncertainties and that cross cutting thematic drivers of climate change and action to achieve resilience are embedded as key principles in the drafting process. The vision for the coordinated plan was developed through a visioning exercise during the workshop. Through group work, a draft vision statement was developed, and key outcomes for the vision were identified, along with key supporting elements and guiding principles for the plan. The workshop also facilitated the emergence of key priorities areas to be included in the plan.

KEY TOOLS: Interventions & Processes: Foresight analysis, co-design and co-creation of the strategic plan, systems change and transformative approach to strategy and roadmap development, inclusive and systemic stakeholder engagement capacity building through hands-on experience.

BIG SHIFTS: Confidence in foresight trainees, change in mindset and thinking in experts, sense of ownership in process and outcomes, co-owned vision, roadmap and draft strategic plan

https://aiccra.cgiar.org/publications/applying-foresight-analysis-towards-development-regional-policy-and-strategic

WORK
SUMMARY OF OUR WORK
Creating and facilitating great stakeholder engagements since 2020

CLIENT: CIFOR/ICRAF, GEF and IFAD
PROJECT: **Resilient Food Systems Knowledge Exchange and Learning Workshop**
PARTNER: SHARED
SCOPE: Africa
DATE: 2022
SECTOR: International development aid, food systems
KEY IMPACT: Resilient food systems, climate change adaptation, climate smart agriculture, livelihoods, biodiversity

FOCUS: Facilitated the Resilient Food Systems Knowledge Exchange and Learning Workshop. Key Resilient Food Systems (RFS) country project representatives, partners and Consultative Committee members were invited to exchange experiences, take stock of lessons learned, and jointly plan for the final steps of this regional initiative. In particular, the workshop provided opportunities to:

- Consolidate learning experiences across all RFS projects through Learning Labs: short interactive sessions intended to maximise learning & exchange on topics of interest from country teams.
- Interact with experience and evidence using a SHARED Joint Reflective Learning Approach around programmatic progress and lessons learned.
- Facilitate practical learning and peer exchange through field trips

KEY TOOLS: Interventions & Processes: Inclusive and systemic stakeholders engagement, reflective and learning journeys

BIG SHIFTS: Shared understanding of lessons learnt, learning, sense of belonging, sense of confidence

https://www.resilientfoodsystems.co/events/rfs-annual-workshop

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CLIENT: African Union, CRS and FARA
PROJECT: **The Soil Initiative for Africa (SIA)**
PARTNER: SHARED
SCOPE: Africa
DATE: 2022
SECTOR: Agriculture and International development aid
KEY IMPACT: Sustainable soil, climate smart agriculture, sustainable development, climate change adaptation, resilience, food security

FOCUS: Facilitated inclusive engagement on the Soil Initiative for Africa (SIA). The SIA is an initiative of the Africa Union Commission (AUC) to respond to the need for sustainable use of African soil. The SIA is currently being developed by a broad stakeholder group in African agriculture under the leadership of FARA. The engagement process enabled to:

- Solicit stakeholder opinions and views on the vision, purpose, and content of SIA.
- Demonstrate the unique value proposition of the SIA.
- Actively engage with member states for co-development of the initiative to ensure a shared sense of ownership.
- Foster discussion on the state of soils and ongoing initiatives at the country level as a contribution to

KEY TOOLS: Interventions & Processes: Systemic and inclusive multi-stakeholders engagement for co-design initiative development, system change and transformative approach to strategy development

BIG SHIFTS: Shared understanding of the SIA (WHY, WHAT, WHO, HOW - vision, purpose, and content of the SIA and of its Unique Value Proposition), Buy-in from stakeholders on the SIA intent and process: General collective confirmation of member states to support the SIA and to engage in co-development of the initiative; Initial shared sense of ownership.

https://au.int/sites/default/files/newsevents/workingdocuments/43470-wd-3._EN_Soil_Initiative_for_Africa_Framework_VI_170523.pdf

https://faraafrica.org/soil-initiative-for-africa/

WORK
SUMMARY OF OUR WORK
Creating and facilitating great stakeholder engagements since 2020

CLIENT: WWF

PROJECT: **Workshop to engage on the possibility to develop and implement a mandatory Deposit Return Scheme (DRS) in South Africa**

PARTNER: -

SCOPE: South Africa

DATE: 2022

SECTOR: NGOs, Plastic, industry

KEY IMPACT: Circular economy, sustainable development

FOCUS: Facilitated the workshop to bring together key stakeholders (industry, government, NGOs, research organisations, informal waste sector and academia) in South Africa to discuss the possibility to develop and implement a mandatory Deposit Return Scheme (DRS) in South Africa. The objectives of the workshop included:

- Introduce the WWF approach in terms of DRS in South Africa;
- Introduce and discuss the potential benefits of a DRS for South Africa;
- Better understand initial concerns and questions from stakeholders on DRS, to orient future research required to inform better the potential development of a DRS in South Africa;
- Get initial buy-in and interest in DRS from stakeholders;
- Engage them in a constructive way in the development process of a potential DRS in South Africa;
- Confirm key priorities for future research to inform the feasibility a mandatory DRS in South Africa;

KEY TOOLS: Interventions & Processes — Systemic and inclusive multi-stakeholders engagement to inform research and national position on DRS, initial stage of co-development process

BIG SHIFTS: Shared understanding, shared vision and priorities, sense of cohesion, trust built

https://www.wwf.org.za/?46624/Project-to-implement-and-scale-circular-solutions-to-plastic-pollution-in-South-Africa

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CLIENT: IUCN - The Biodiversity and Protected Areas Management Initiative (BIOPAMA)

PROJECT: **BIOPAMA Regional Resource Hub (RRH) Strategic Planning towards sustainability**

PARTNER: SHARED

SCOPE: Eastern and Southern Africa

DATE: 2022

SECTOR: International development aid

KEY IMPACT: Biodiversity, protected area management, conservation

FOCUS: Facilitated a series of co-creation workshops to inform the development of the Regional Resource Hub (RRH) sustainability strategy, related work plan and roadmap to outline key actions in the short, medium and long-term to ensure that the RRH can continue to provide key services. A situation analysis was initially consolidated to assess where the RRH is at, what are its strengths, weaknesses and key areas to build its sustainability (Stakeholder Analysis – Needs; Products & Services; Roles & Responsibilities: Who is doing what for the RRH; How does the RRH support better decision making?; Data Flow analysis). Thereafter a two-day face to face workshop took place with the RRH partners to discuss the key elements/ingredients of the sustainability strategy and related action plan.

KEY TOOLS: Interventions & Processes — Co-design and co-creation of strategy document, team building and cohesion process, system change and transformative approach to strategy development

BIG SHIFTS: Clear co-owned vision and roadmap, team cohesion and shared sense of direction and purpose, sense of ownership and responsibilities, collective approach , trust built and sense of belonging

https://esahub.rcmrd.org/en/

WORK
SUMMARY OF OUR WORK
Creating and facilitating great stakeholder engagements since 2020

PRO BONO

CLIENT: EWT, Conservation South Africa, Kruger to Canyons Biosphere Region, Aquila, University of the Western Cape,University of Pretoria

PROJECT: **The South African Systemic Waste Challenge**

PARTNER: -

SCOPE: South Africa

DATE: 2022

SECTOR: Nappy consumption and associated waste management

KEY IMPACT: Waste management, circular economy, biodiversity conservation, plastic

FOCUS: Facilitated system thinking and diagnostic to support the organisations in their strategic approach to address the nappies sustainable use and waste management challenge in South Africa. The different workshops facilitated the following:

- Create a community of practice around the nappies systemic waste and consumption challenge in South Africa
- Set the context about the nappies systemic challenge
- Create awareness and shared understanding about systems thinking and the system diagnostic process: Building knowledge
- Conduct a systems diagnostic process for the nappies systemic waste challenge
- Use the insights from system diagnostic to understand better the different systemic intervention points and map acting stakeholders in terms of what they currently doing
- Develop a shared understanding of potential key interventions to inform the co-design and implementation of a systemic strategy
- Discuss and agree on next steps, and related role and responsibilities

KEY TOOLS: Interventions & Processes System diagnostics process and system approach to develop a strategy, transformative facilitation

BIG SHIFTS: Shared understanding of the systemic dimension of the waste nappies challenge, change of mindsets about leverages and interventions points, better understanding of the leverage points in the system, sense of direction and cohesion between partners

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CLIENT: Rio Tinto, QMM

PROJECT: **BNRMC - Biodiversity and Natural Resources Management Committee of QMM**

PARTNER: IUCN

SCOPE: Madagascar

DATE: 2021 - 2022

SECTOR: Mining

KEY IMPACT: Mainstreaming biodiversity into mining, sustainable development, sustainability, shared value

FOCUS: Facilitated and coordinated the work of the Biodiversity and Natural Resources Management Committee of QMM, facilitated meetings of the committee. Conducted an independent review of best practices regarding biodiversity and sustainability by independent committees to support and inform QMM in their new strategic approach to improving their sustainability journey, shared value, and impact in Madagascar, and being more inclusive and transformative in their approach to stakeholder engagement and the co-creation process.

KEY TOOLS: Interventions & Processes Transformative facilitation, research, and strategic guidance

BIG SHIFTS: Identification of priorities moving forward; understanding of strengths and weaknesses; buy-in to developing a shared vision with communities.

https://www.riotinto.com/en/operations/madagascar/qit-madagascar-minerals

WORK
SUMMARY OF OUR WORK
Creating and facilitating great stakeholder engagements since 2020

CLIENT: META

PROJECT: **Meta strategic guidance to inform their approach to their shared value proposition and sustainability approach in Africa**

PARTNER: Wasafiri

SCOPE: Africa

DATE: 2022

SECTOR: Private sector, social media ,social network advertising Consumer electronics Virtual reality, new technologies

KEY IMPACT: Sustainable development, CSI, CSR, sustainability, shared value

FOCUS: Conducted research and provided strategic guidance to META to inform their strategic thinking about their sustainability, CSR, CSI, shared value, and impact approach in Africa.

KEY TOOLS: Interventions & Processes — Research, strategic advice and guidance

BIG SHIFTS: Adopted a system thinking approach to their sustainability journey, understood the importance for transformative approach for impacts, clear areas for systemic interventions across the continent, understanding on the need to integrated their thinking in core business

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CLIENT: CRS (Catholic Relief Services)

PROJECT: **A Co-Designed Scaling Strategy for Land Restoration in Lesotho**

PARTNER: SHARED

SCOPE: Lesotho

DATE: 2022

SECTOR: International development aid

KEY IMPACT: Sustainable development, land restoration, climate smart agriculture, livelihoods

FOCUS: Facilitated an evidence-based and inclusive approach to strategy development with the purpose of co-designing the scaling strategy for land restoration in Lesotho with the stakeholders.
Stage I focused on strengthening a shared understanding and structuring thinking about meaningful scaling in the context of land restoration initiatives in Lesotho. Stage II aimed to understand the roles and incentives of different stakeholders during the scaling process in its various stages (short, medium and long term). Stage III focused on co-developing scaling ambition(s) for land restoration and guided a scalability assessment to identify challenges and opportunities. Finally, Stage IV's aimed to validate and receive feedback for the Land Restoration 10-year scaling strategy in Lesotho. The following principles supported the engagement process:

- Carrying out a co-design process, with an inclusive, experience- and evidence-based approach
- Building ownership among stakeholders, understand scaling ambitions, validate consultation outcomes and co-design and create the scaling strategy
- Ensuring an agile, adaptive and transparent approach
- Adopting a systems approach

KEY TOOLS: Interventions & Processes — Systemic and transformative multi stakeholder engagement, co-design and co-creation process to strategy, system approach to scaling and strategy development

BIG SHIFTS: A shared understanding to address scaling, uptake of system approach to scaling, a sense of co-ownership of the strategy, substantial momentum, motivation and accountability for collective action towards land restoration in Lesotho, trust built and shared purpose.

https://www.crs.org/stories/restoring-and-preserving-lesotho's-rangeland

WORK
SUMMARY OF OUR WORK
Creating and facilitating great stakeholder engagements since 2020

CLIENT: IUCN
PROJECT: **The South African Systemic Waste Challenge**
PARTNER: -
SCOPE: Global Multi Countries
DATE: 2022
SECTOR: International development aid
KEY IMPACT: Biodiversity protected areas management and conservation.

FOCUS: Facilitated a multi stakeholder engagement workshop for the BIOPAMA team and partners to support their thinking about planning for the long-term sustainability of BIOPAMA's impacts, outputs, and outcomes post current funding. The aim of workshop workshop was to enable:

- Honest engagement, discussion, debate, sharing experience, learning from each other and reflection.
- Shared understanding and learning on what does sustainability means for everyone for BIOPAMA?
- Shared understanding of what does success looks like in terms of sustainability for BIOPAMA?
- Shared understanding and learning on what are the key sustainability ingredients for BIOPAMA.
- Shared understanding on the willingness and commitment of the partners to carry on post current project and their needs to build sustainability.
- Clear sustainability recommendations/priorities for BIOPAMA on how to move forward -short- and medium-term needs/steps.

KEY TOOLS: Interventions & Processes — Systemic and transformative multi stakeholder engagement, co-design and co-creation process to sustainability strategy, system approach to sustainability, clear and shared understand of the WIN (What is needed Now).

BIG SHIFTS: Honest dialogues and reflections, emergence of learnings, co-created clear milestones and priorities moving forward, co-created WIN, sense of accountabilities and responsibilities from all partners, sense of co-ownership of the process, trust within team members, sense of belonging ad common purpose.

CLIENT: ESG Africa Conference
PROJECT: **ESG (Environmental, Social, Governance) Africa Conference 2022: Empowering Leaders in Africa to Drive a More Sustainable Future**
PARTNER: ESG Africa Conference
SCOPE: Africa
DATE: 2022 to date
SECTOR: All
KEY IMPACT: ESG in Africa

FOCUS: Founding Partner of the ESG Africa Conference to support a more purpose-driven, systemic and transformative approach to ESG for Africa. Also supported the development of an African voice, narrative and leadership for ESG. The ESG Africa conference aims to create a platform for industry leaders and experts across Africa to discuss, debate and find solutions to some of the common challenges faced in embedding ESG practices within organisations and deliver real positive impact. Also designed and facilitated ESG masterclasses.

KEY TOOLS: Interventions & Processes — Systemic and transformative multi stakeholder engagement, transformative and systemic approach to design of event and facilitation, capacity building, communication

BIG SHIFTS: Purpose-driven, impactful, and transformative approach to event and conference organisation; purpose-driven, impact and transformative approach to ESG; creation of a community of practice; and a common vision, purpose, and intent; trust built.

https://esgafricaconference.com/

WORK
SUMMARY OF OUR WORK
Creating and facilitating great stakeholder engagements since 2020

CLIENT: Enlit Africa
PROJECT: **Africa CEOs Workshop**
PARTNER: Strategic Mindsets
SCOPE: Africa
DATE: 2022
SECTOR: Energy
KEY IMPACT: Africa energy sector

FOCUS: Facilitation of a strategic workshop for CEOs of African energy utilities to assist them in navigating a VUCA world. Getting them to understand the tools to navigate the complexities and uncertainty of the current world and incorporate such new thinking in their strategy and mindset development.

KEY TOOLS: Interventions & Processes: Systemic facilitation

BIG SHIFTS: New thinking and mindset development through exploratory work

https://www.enlit.world/events/enlit-africa-2024/

PRO BONO

CLIENT: Ehwoza
PROJECT: **Mentoring and coaching for strategy development**
PARTNER: -
SCOPE: South Africa
DATE: 2012 - 2022
SECTOR: Health
KEY IMPACT: System change approach to strategy development in the South African health sector

FOCUS: Eh!woza operates at the intersection of science communication, youth advocacy, community engagement, and skills development to merge the biomedicine of disease with its social impact. Various programmes recruit high school students and young adults from areas with high rates of HIV and TB to practical workshops that engage participants with high-impact local biomedical research. Equipped with accurate information, beneficiaries are enrolled in creative workshops that provide technical skills, equipment, and conceptual guidance, to produce documentaries, music, poetry and music videos that reflect the individual, social, and emotional cost of disease. The three main areas of focus for coaching and mentoring included:

- Organisation's purpose, identify, vision, mission and moonshot, including organisation's culture
- Sustainable business model and governance framework for the organisation, financial and resources, including human resources.
- Team development, management and leadership

KEY TOOLS: Interventions & Processes: Coaching, mentoring, strategic advice, development of theory of change

BIG SHIFTS: Long term and strategic approach to organisation development and system change approach to impact

https://ehwoza.com/

WORK
SUMMARY OF OUR WORK
Creating and facilitating great stakeholder engagements since 2020

CLIENT: African Union and CIFOR/ICRAF
PROJECT: **Africa Union Great Green Wall Strategy For Ecosystem Restoration and Livelihoods Resilience (2024-2034) – Validation meeting**
PARTNER: SHARED
SCOPE: Africa
DATE: 2023
SECTOR: International development aid, agriculture
KEY IMPACT: Climate change, agriculture, land and soil sustainable management, sustainable and inclusive economic development, entrepreneurship and sustainable livelihood, social development

FOCUS: Facilitated inclusive validation process for the Africa Union Great Green Wall Strategy For Ecosystem Restoration And Livelihoods Resilience (2024-2034) – online and face to face

KEY TOOLS: Interventions & Processes — Transformative facilitation, inclusive and systemic multi-stakeholders engagement and co-creation process

BIG SHIFTS: Consensus and buy-in, created safe space for engagement, inclusive dialogue

https://www.unccd.int/our-work/ggwi

PRO BONO

CLIENT: Afrikaburn
PROJECT: **Support to AB Organisation for their strategy development**
PARTNER: -
SCOPE: South Africa
DATE: 2023
SECTOR: NGOs, art and culture
KEY IMPACT: Social cohesion, sustainability, personal development

FOCUS: Facilitation process for the organisation to develop a new strategy to move towards transformational and purpose driven impact. Supported the organisation in facilitating dialogues and co-creation processes to refine and support alignment of their vision, purpose, strategic intent/direction and pathways, define leverage points of transformative changes/system change, activation strategy, and develop a shared understanding of key results and impact. The process also supported the co-development on the WHAT, WHEN, WHO and HOW to implement/activate the strategic pathways: agreement on key milestones moving forward. The process was also aimed at reigniting a sense of collective purpose, cohesion and direction as well as to culture the team momentum, inspiration and energy for implementation.

KEY TOOLS: Interventions & Processes — Facilitation process for the organisation to develop a new strategy to move towards transformational and purpose driven impact. Supported the organisation in facilitating dialogues and co-creation processes to refine and support alignment of their vision, purpose, strategic intent/direction and pathways, define leverage points of transformative changes/system change, activation strategy, and

BIG SHIFTS: Shifted mindset and thinking to support system and transformative approach for impacts; Created collective and individual sense of purpose, vision, intent and direction; Supported transformative and system approach for impacts, sustainability, shared value and legacy journeys (planning and implementation).

https://www.afrikaburn.org/

WORK
SUMMARY OF OUR WORK
Creating and facilitating great stakeholder engagements since 2020

CLIENT: Mastercard, FARA, Foresight4Food, Africa Food Fellowship, FARA

PROJECT: **Foresight analysis and capacity building process to transform Africa Food Systems and optimised opportunities for young entrepreneurs**

PARTNER: Systemic Link

SCOPE: Africa

DATE: 2023

SECTOR: International development aid, agriculture

KEY IMPACT: Climate change, agriculture, economic development, entrepreneurship, sustainable livelihood, social development, food system transformation, sustainable production and consumption

FOCUS: Supported design and facilitation of foresight analysis focusing on the future of youth in Africa's agri-food systems which was conducted through a collaboration between the Forum for Agricultural Research in Africa (FARA), AGRA, and Foresight4Food. It received funding from the Mastercard Foundation and input from the FAO and the International Food Policy Research Institute (IFPRI). Also supported the design and facilitation of a Leaders Capacity Development Workshop for Foresight for Agri-Food Systems Change in Africa. The work also included the support for the development of key post workshops outputs: included videos, PowerPoints and reports.

KEY TOOLS: Interventions & Processes — Foresight analysis, Inclusive multi-stakeholders engagement and co-creation processes, co-creation of vision, capacity building, system change thinking, systemic and transformative facilitation, transformative approach to design of event

BIG SHIFTS: Shifted mindset and thinking to support system and transformative approach for impacts, new knowledge and capacity, collective and individual sense of purpose and sense of community, system approach and transformative approach to impacts, sense of agency in stakeholders and emerging leaders, inspired and motivated leaders, shared understanding about system change

https://foresight4food.net/project/foresight-for-the-future-of-youth-in-africas-agri-food-systems/

CLIENT: IUCN

PROJECT: **Renewable energy projects Phase 2: Support the coordination and facilitation of the face-to-face meeting for IUCN Mitigating biodiversity impacts associated with renewable energy projects Phase 2**

PARTNER: -

SCOPE: West Africa

DATE: 2023

SECTOR: Energy

KEY IMPACT: Renewable energy, climate change

FOCUS: After a successful Phase 1 (Sept 2019-June 2021), supported by EDF, EDP and Shell, which led to the development of Guidelines for Mitigating biodiversity impacts associated with solar and wind energy development and Guidance for early risk screening which can be used both by project developers and financiers, Phase 2 supported an acceleration of the delivery of knowledge and tools needed by the key actors in the industry, governments and finance sectors. The priorities for Phase 2 are:

- Promote the integration of cumulative impact assessments in renewable energy developments.
- Promote the concept & tools to identify suitable areas for renewable energy infrastructure & generation.
- Explore Support a stronger demand for more responsibly produced raw materials necessary to produce renewable energy components.

Facilitated phase 2 convening of the members.

KEY TOOLS: Interventions & Processes — Transformative facilitation, team reflective journey, co-creation process, strategic advice

BIG SHIFTS: Consensus, co-creation, co-creating new knowledge, built trust between stakeholders

https://www.iucn.org/our-work/topic/extractive-energy-and-infrastructure/renewable-energy-and-nature

WORK
SUMMARY OF OUR WORK
Creating and facilitating great stakeholder engagements since 2020

CLIENT: IFAD, CIFOR/ICRAF, IFPRI, Alliance Biodiversity & CIAT, CGIAR

PROJECT: **The Global Gender Transformative Approaches Initiative for Women's Land Rights (WRR Initiative)**

PARTNER: -

SCOPE: Ethiopia, Gambia, Kyrgyzstan, Colombia, Bangladesh & Uganda

DATE: 2023 / 2024

SECTOR: International development aid

KEY IMPACT: Gender transformative approaches (GTAs), land & resources rights &management, social development

FOCUS: Developed and facilitated a series of six online webinars for the Global Gender Transformative Approaches Initiative for Women's Land Rights (WRR) partners, including CIFOR-ICRAF, the IFPRI and CIAT, to share insight on the study findings and experiences with implementing GTAs to strengthen women's land rights and to reflect on the co-design phase to develop the GTA pilot, including lessons identified from their experiences. The work also included the design & facilitation of a learning & capacity development event focusing women's land tenure and resource rights. The objectives of the event included:

- Develop a shared understanding of what GTAs are, what is meant by transformation in the context of women's resources and land tenure rights, and why this is important.
- Consolidate shared understanding, knowledge, skills, and mindsets for the design and implementation of GTAs to strengthen women's resources and land tenure rights in cross-learning and sharing with other countries, projects and partners.
- Deep dive into some of the GTAs tools to secure women's land tenure and resource rights (what has worked, what has not, what has been achieved and what have we learnt).
- Have frank and honest discussions and reflections on the key challenges, complexities and opportunities in designing and implementing GTAs for women's resources and land tenure rights.
- Engage in an active learning opportunity to incorporate the latest knowledge, learnings and tools in existing and future grants, projects, and initiatives.

KEY TOOLS: Interventions & Processes — Transformative and systemic facilitation, strategic advice, capacity building, team transformative and reflective learning journey, system change thinking, approach, transformative approach to design of event

BIG SHIFTS: Generated new knowledge and skills, supported transformative and system approach to impact, created safe space for hones and authentic dialogues, developed shared understanding about GTAs, shifted mindset and culture.

https://www.ifad.org/en/web/guest/gender_transformative_approaches

https://www.cifor.org/wlr/

CLIENT: Promethium for the World Bank

PROJECT: **Capacity Building for West African Power Pool Member Utilities on Carbon Finance and Carbon Market Pricing**

PARTNER: -

SCOPE: West Africa

DATE: 2023

SECTOR: Energy

KEY IMPACT: Renewable energy, climate change

FOCUS: Co-designed and facilitated online and face to face capacity building interventions for West African Power Pool Member Utilities on Carbon Finance and Carbon Market Pricing

KEY TOOLS: Interventions & Processes — Transformative facilitation, strategic advice and capacity building

BIG SHIFTS: Development of new knowledge, skills and capacity

WORK
SUMMARY OF OUR WORK
Creating and facilitating great stakeholder engagements since 2020

CLIENT: WWF
PROJECT: **WWF Coral Reef Rescue Initiative and related GEF project**
PARTNER: Athari
SCOPE: Global (focused countries: Tanzania, Indonesia, Madagascar, Solomon Islands, Fiji, Cuba and Philippines)
DATE: 2023
SECTOR: International development aid
KEY IMPACT: Climate change, natural resources management, marine and coastal management, economic development, social development

FOCUS: The Coral Reef Rescue Initiative (CRRI) is a global programme, established to protect and regenerate the world's rapidly degrading tropical coral reefs for the benefit of people through nature-based solutions. Led by a group of leading scientists, NGOs and influential partners, working in collaboration with governments and communities to safeguard reefs, food security and livelihoods against climate change. WWF and partners have initially identified seven countries with resilient reefs, chosen for their potential to survive in a warming ocean and withstand the threats of climate change. This initiative offers essential support to communities on the frontline in developing countries where these reefs can be found. We co-designed and facilitated the week Strategy Reflection & GEF Inception Workshop for the WWF Coral Reef Rescue Initiative and related GEF project, which included as outcomes:

- Shared understanding of the CRRI and the connections between the GEF7 project, GCF
- Clear co-identified priorities actions and milestones to improve implementation and resource mobilization situation
- Shared understanding of the M&E Framework for the CRRI and Data Collection Platform, and how to use it
- Shared understanding of the CRR-GEF 7 project objectives, objectives, priorities, governance and policies
- Shared-understanding of key milestones and results, role and responsibilities of year one
- Knowledge Sharing between countries
- Team momentum and energy for implementation between all partners
- Sense of cohesion and direction

KEY TOOLS: Interventions & Processes
Transformative and systemic facilitation, team transformative reflective and learning journey, inclusive and systemic multi -stakeholders' engagement and co-creation processes, co-design and co-creation processes for initiatives, projects, strategies and roadmaps development and implementation, co creation of vision and collective agreement on what success is, transformative and systemic approach to design of events

BIG SHIFTS: Biggest shift: shifted of culture in team; created collective and individual sense of purpose, vision, intent and direction; created of sense of community, cohesion and belonging within stakeholders and team; created sense of confidence and agency in stakeholders and emerging leaders; created a sense of co-responsibility and accountability (individual and collective) amongst team; developed buy-in and sense of co-ownership and inclusion in process, outcomes and outputs; created safe space for honest and authentic dialogues, engagement and reflections

https://coralreefrescueinitiative.org/

CLIENT: Base Resources
PROJECT: **Coaching of leadership team members**
PARTNER: -
SCOPE: Madagascar
DATE: 2022
SECTOR: Mining
KEY IMPACT: Sustainable Mining, good governance
FOCUS: Sustainability and leadership team development
KEY TOOLS: Coaching
BIG SHIFTS: Personal development of people, sense of agency

https://baseresources.com.au/

WORK
SUMMARY OF OUR WORK
Creating and facilitating great stakeholder engagements since 2020

CLIENT: The Transformative Partnership Platform on Agroecology
PROJECT: **Strategic advice to design and facilitate their second members Forum meeting, March 2024**
PARTNER: SHARED and CIFOR/ICRAF
SCOPE: Global
DATE: 2024
SECTOR: International development aid
KEY IMPACT: Agriculture, biodiversity, climate change

Agroecology TPP

FOCUS: Supported the design of the second members Forum meeting.
The Agroecology TPP was established to accelerate and co-ordinate work on agroecology across international, national and local scales, with the aim of fostering transitions to more sustainable agricultural and food systems. The Members Forum is composed of all institutions that formally engage in TPP projects, are active in the TPP's science-policy or science-development interface, are represented in the governance and advisory bodies or have submitted an application form and agree to the membership charter. In addition to institutional members, individuals participating in the TPP's Community of Practice are warmly welcomed to contribute to the annual meeting.

The declared objectives of the Annual Members Forum Meeting are to:
- Review the overall progress of the TPP
- Review of its research findings
- Review of knowledge and implementation needs, and
- To discuss issues and priorities ahead.

Proposed outcomes for participants:
- Shared understanding of what TPP is about and what has it done so far, its achievements, challenges.
- Space is created for all voices to be heard and influence the direction of the TPP: inclusive
- Identified clear way forward in working together and priorities for collaboration
- Identifying way to do science differently
- Shared understanding of what makes us transformative
- Created a safe space for reflection to measure our impact and progress so far: what has worked, what has not and why, key challenges & successes what to carry on doing, what to stop and what to start

KEY TOOLS: Interventions & Processes — Systemic facilitation approach, strategic advice to design inclusive and transformative event, advices to support transformative multi-stakeholders engagement and co-creation processes

BIG SHIFTS: Shifted mindset and thinking in internal team about design of the event to be more transformative

https://glfx.globallandscapesforum.org/topics/21467/page/Foresight_to_support_sustainable_food_systems_transformation

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CLIENT: International Cranes Foundation
PROJECT: **Coaching of leadership team members**
PARTNER: -
SCOPE: Africa
DATE: 2021 - 2022
SECTOR: NGO's
KEY IMPACT: Conservation, biodiversity, sustainable development
FOCUS: Sustainability and leadership team development
KEY TOOLS: Coaching
BIG SHIFTS: Personal development of people, self-esteem and confidence improvement, sense of agency

https://savingcranes.org/

WORK
SUMMARY OF OUR WORK
Creating and facilitating great stakeholder engagements since 2020

CLIENT: Konrad Adenauer Stiftung

PROJECT: **Strengthening the Participation of African non-Party Stakeholders in the UNFCCC Processes**

PARTNER: Climate Legal and One World

SCOPE: Africa

DATE: 2021- 2022

SECTOR: International development aid

KEY IMPACT: Climate change, inclusive governance

FOCUS: Supported the design and facilitation of the various dialogues and capacity building sessions to strengthen the Participation of African non-Party Stakeholders in the UNFCCC Processes, with the purpose of:

- Facilitating discussions for effective participation in COP26 negotiations towards the backdrop of the current global health situation;
- Supporting the preparation of shared positions among African non-Party stakeholders on priority issues forming the subject of negotiations at COP26, including mitigation ambition, climate finance and adaptation;
- Bringing to prominence the positions and views of identified African non-Party stakeholders and for the presentation or publication of such views prior to COP26 using regional and international platforms;
- Capacitating identified African non-Party stakeholders in their involvement in the review and update of NDCs in 2021;
- Strengthening African non-Party stakeholders to participate in the UNFCCC processes as well as building synergies among them for more effective contribution.

KEY TOOLS: Interventions & Processes — Systemic facilitation, capacity building, transformative muli-stakeholders engagement and co-creation process, system change thinking, stargeic advice, mentoring, transformative approach to design of event

BIG SHIFTS: Shifted mindset and thinking, created a sense of agency, developed new knowledge and capacity, created a collective sense of purpose/community and belonging, created a safe space of authentic dialogues, built trust

https://oneworldgroup.co.za/oneworld-projects/kas-unfccc-africanvoicescop26/

CLIENT: Nedbank and YellowWood

PROJECT: **Nedbank CSI Green Economy Implementation Strategy**

PARTNER: -

SCOPE: South Africa

DATE: 2021 - 2022

SECTOR: Private sector, banking and finance

KEY IMPACT: Sustainable economic and social development, climate change, waste management, circular economy, entrepreneurship, youth development

FOCUS: Supported the co-design and facilitation of the process to develop and approve Nedbank CSI Green Economy Implementation Strategy

KEY TOOLS: Interventions & Processes — Systemic facilitation, system change thinking, transformative multi-stakeholders engagement, co-creation of vision and implementation, strategic guidance

BIG SHIFTS: Consensus building, shifted mindset and thinking, co-creation of strategy and intent, supported transformative approach to impact

https://mastercardfdn.org/

WORK
SUMMARY OF OUR WORK
Creating and facilitating great stakeholder engagements since 2020

CLIENT: CIFOR-ICRAF

PROJECT: **Global Climate Fund (GCF) project "Strengthening Climate Resilience of Subsistence Farmers and Agricultural Plantation Communities residing in the vulnerable river basins, watershed areas and downstream of the Knuckles Mountain Range Catchment of Sri Lanka"**

PARTNER: SHARED

SCOPE: Sri Lanka

DATE: 2023 - 2024

SECTOR: International development aid

KEY IMPACT: Climate change, agriculture, land, soil and water management, economic, development, entrepreneurship and sustainable livelihood, social development, sustainable production

FOCUS: The Knuckles project focuses on overcoming barriers that land users face in adapting to climate change by:

a) Improving regulation of water flow and natural resource management mainly in the upstream catchment area;
b) Improving water use efficiency in the downstream area;
c) Sustainable financing for increased investment in catchment protection and sustainable land use;
d) Upgrading of value chains and development of payment for environmental services to sustainably finance catchment management; and
e) supporting institutions to develop appropriate governance mechanisms, information systems and rural advisory services. We supported the facilitation of the inception phase of the project, including the strategic engagement with key partners and stakeholders.

KEY TOOLS: Interventions & Processes — Multi-stakeholders engagement; co-design and co-creation process, systemic facilitation, strategic advice and guidance

BIG SHIFTS: Shifted mindset and thinking of team, building consensus and sense of direction for team

https://www.greenclimate.fund/document/strengthening-climate-resilience-subsistence-farmers-and-agricultural-plantation

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CLIENT: EU, DEFF and DTIC

PROJECT: **Food and Packaging waste Prevent and reduction Initiative**

PARTNER: -

SCOPE: South Africa

DATE: 2021 & 2022

SECTOR: Plastic industry, manufacturing

KEY IMPACT: Waste management, circular economy

FOCUS: Facilitated series of online dialogues for the Food and Packaging waste Prevent and reduction Initiative on specific themes, facilitating exchanges between European and south African companies

KEY TOOLS: Interventions & Processes — Systemic and transformative facilitation

BIG SHIFTS: Developed new knowledge and understanding, shifted relationships, created momentum for change, created a common purpose, built trust

https://www.gov.za/news/speeches/minister-barbara-creecy-food-and-packaging-waste-prevention-and-reduction-initiative

WORK
SUMMARY OF OUR WORK
Creating and facilitating great stakeholder engagements since 2020

CLIENT: International Ocean Institute
PROJECT: **STRONG HIGH SEAS - Project on the Conservation Measures for the management of biodiversity in Areas Beyond National Jurisdiction (ABNJ), applicable to the Countries within the Abidjan Convention Area in West Africa**
PARTNER: -
SCOPE: Africa
DATE: 2021
SECTOR: International development aid, NGOs
KEY IMPACT: Natural resources management, sustainable economic development
FOCUS: Co-drafted the section on "effectiveness of conservation measures in ABNJ in the South East Atlantic" for the overall guide
KEY TOOLS: Interventions & Processes Research
BIG SHIFTS: New knowledge developed

https://www.researchgate.net/publication/360892836_Study_on_Measures_to_Support_Conservation_Efforts_for_Areas_Beyond_National_Jurisdiction_in_the_Southeast_Atlantic_Region

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CLIENT: Mastercard Foundation
PROJECT: **MCF Impact Strategy - Management Retreat**
PARTNER: -
SCOPE: Africa
DATE: 2021
SECTOR: International development aid
KEY IMPACT: Sustainable economic and social development, entrepreneurship development, youth development
FOCUS: Co-facilitated a session of the MCF management retreat on their impact strategy
KEY TOOLS: Interventions & Processes Transformative and systemic facilitation
BIG SHIFTS: Consensus building, buy-in and common sense of direction

https://mastercardfdn.org/

CLIENT: African Union and ILRI
PROJECT: **African Union Climate Change Strategy**
PARTNER: -
SCOPE: Africa
DATE: 2021
SECTOR: International development aid
KEY IMPACT: Climate change, sustainability, economic and social development
FOCUS: Supported validation meeting and process for the adoption of the African Union Climate Change Strategy
KEY TOOLS: Interventions & Processes Systemic and transformative facilitation, multi stakeholders engagement
BIG SHIFTS: Consensus building and buy in, built trust, shifted relationships

https://au.int/en/documents/20220628/african-union-climate-change-and-resilient-development-strategy-and-action-plan