



# RISE BEYOND IMPACT REPORT 2024

Working **Together** for  
**Collaborative** Change

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# A Note of Thanks

2024 was a foundational year for RISE.

We clarified our leadership structure, launched the Collaboration Compass to articulate our core methodology, and took meaningful steps toward shared ownership. We deepened our ways of working, internally and with clients, formalising roles across our consultant community, initiating our ownership transition, and refining how we deliver value across sectors.

We assessed our own impact, through carbon tracking, our 10-Year Impact Report, and the growth of our Impact Leaders Circles. We also re-committed to our social and environmental principles, embedding a 1% contribution model and sustaining our progress towards a Net Zero operational base.

Amidst external uncertainty and internal evolution, what has kept us steady is our community: the clients who trust us, the consultants who co-create with us, and the team who hold this work with care, rigour, and integrity.

As we move into a new phase, with clearer governance, shared stewardship, and a sharpened offer to the world, we do so with deep gratitude to everyone who has shaped this journey, past and present.

# Who We Are

We are a consultancy and community of practice on a mission to enable great leadership and collaboration to more effectively meet the complex challenges facing organisations and society.

Our work focuses on helping individuals, teams, and systems navigate change with clarity, care, and courage. We partner with values-aligned organisations across sectors to deepen their leadership capacity, unlock more generative ways of working, and build the foundations for long-term impact.

## **Evolving Who We Are**

In 2024, we took major steps to make this mission more tangible in how we operate:

- We launched the Collaboration Compass, a methodology built from over a decade of client work, now embedded across our consulting practice.
- We initiated an ownership transition, beginning the process of transferring shares from founding directors to long-standing Catalysts and the Operations team.
- We remained committed to our role as a B Corp and social business, further embedding environmental tracking, financial transparency, and social return into how we measure success

# 2024 Highlights at a Glance

**13 client** organisations served

**12 consultants** involved across projects

**10** engaged **Catalysts** shaping the business and delivery

**2** active **Impact Leaders Circles**, with 12+ charity sector leaders supported

**2** community **gatherings** hosted

**2 RISE Connection Events** convened to grow our client base

**2 Learning Waves** held, including explorations into psychedelics and connection

£1,500 awarded per Wave Lead, resourcing peer-led learning

£5,490.82 contributed to People & Planet via our **1% commitment**

£667 invested through **Ecologi** to fund climate-positive initiatives

78,097 kg CO<sub>2</sub>e tracked via Sage Earth

**0 kg Scope 1 and Scope 2** emissions, maintaining a Net Zero operational base

On track for **2030 Net Zero** goal, meeting our 12% annual reduction target

**Collaboration Compass** launched, articulating our four-domain framework for collaborative leadership

**10-Year Impact Report** published, capturing a decade of client transformation and learning

**Ownership transition** initiated, with share options extended to long-standing Catalysts and Operations team  
Impact Leaders Year-2 Growth

# Impact: People

## Leadership Structure Evolution

Towards the end of 2024 we settled on a new Director-level leadership structure to bring clarity, focus, and capacity to how we lead RISE:

- Megan Taylor – Managing Director (strategy, positioning, and cross-sector growth)
- Jemma Barton – Consultancy Director (business development and client experience)
- Gita Goldman – Director of Practice Excellence (internal culture and client practice)
- Helen Duckhouse – Operations Director (delivery infrastructure and business systems)
- Fiona Clarkson – Head of Finance

Simon Preston stepped down as a fiduciary director but continues to work with select clients, particularly in CEO coaching.

## Catalyst Group & Role Clarity

We formalised the Catalyst Group, a committed group of freelance consultants who not only deliver client work but also support the growth and evolution of RISE.

A draft Catalyst Agreement is now in development to clearly outline responsibilities, benefits, and progression pathways.

We also introduced the Ways in and Through RISE framework to create shared understanding across the community.

## Community Wave Programme

We launched the Community Wave Programme, offering freelance consultants the opportunity to host a 3-month learning inquiry and receive a £1,500 grant toward their own development.

In 2024, two Waves were hosted, including topics on psychedelics and connection, exploring bold, emergent themes at the edge of leadership and human experience.

## Ways in and through RISE

We've clarified the different roles within our freelance consultant community, providing structure while holding space for fluidity:

- Prospective: Getting to know RISE, participating lightly
- Friend of RISE: Access to client work, learning spaces, and community gatherings
- Catalyst: Deeper involvement in client delivery and RISE development initiatives
- Core-Catalyst: Holding internal leadership, strategic development, and governance

This structure supports informed participation, learning, and the potential for shared ownership and growth.

# Impact: Planet

We continue to integrate environmental responsibility into the fabric of how we work, not just in policy, but in practice.

## 2024 Progress:

- Contributed £667 through Ecologi to fund climate-positive projects
- Formalised a 1% for People & Planet contribution model, allocating 1% of project revenue (excluding discounted NFP work) to environmental and social initiatives
- Maintained our commitment to remote-first operations and low-impact travel
- Continued to use sustainable venues for all in-person gatherings
- Updated our internal Environmental Policy and embedded sustainability considerations into project planning

These actions are early but intentional for a small business on a journey toward becoming a more regenerative.



# Impact: Carbon

We continue to track our carbon impact through Sage Earth, ensuring that we align with our long-term goal of reaching Net Zero by 2030. Based on our current reduction trajectory, we are on track if we sustain a 12% annual reduction in emissions.

## Emissions Profile 2024

Our emissions for 2024 were entirely within Scope 3, as we do not own any buildings or vehicles (Scope 1) and purchase 100% renewable electricity for home-based work (Scope 2).

- Scope 1: 0 kg CO<sub>2</sub>e
- Scope 2: 0 kg CO<sub>2</sub>e
- Scope 3: 78,097 kg CO<sub>2</sub>e

## Top Emitting Activities

- Freelancers: 61,678 kg
- Staff Travel (National): 4,363 kg
- Expenses: 2,774 kg
- Vehicle Fuel (electric, petrol, diesel): 1,467 kg
- Professional Services: 1,289 kg
- Hotels & Accommodation: 547 kg
- Staff Welfare: 220 kg
- Staff Training (Education): 191 kg
- Banking: 137 kg
- Printing & Stationery: 17 kg
- IT Equipment: 5 kg
- Client Entertainment: 3 kg
- Repairs & Building Maintenance: 2 kg
- Telephone: 2 kg

*Some activity categories, such as marketing, subscriptions, and software, registered 0 kg due to low intensity or renewable service usage.*

## Commitment and Progress

We are proud to be on track with our 12% annual reduction target. Our primary emission source remains indirect emissions through our distributed consultant network and freelance delivery model.

While this presents measurement challenges, we continue to work to refine our data and explore areas for reduction.

# Impact: Community

Our community remains central to who we are, as practitioners, learners, and stewards of this work.

## Gathering Evolution

In 2025, we will shift from a Spring/Autumn gathering model to a Summer/Winter schedule, helping relieve cashflow pressure and align with project rhythms. The June 2025 gathering will lay the groundwork for further regional connection and experimentation around our entry products in 2025.

## Ownership & Shared Stewardship

We instigated the launch of the process of transferring shares from existing shareholders to members of the Catalyst and Operations group, part of a wider transition toward shared ownership and future access to growth shares.

This marks a new chapter in what it means to co-own and co-lead RISE as a majority women identifying group in the wake of Simon's retirement.

# Spotlight 1: Impact Leaders Circles

We supported the first full year of two peer learning Circles in our **IMPACT LEADERS INITIATIVE**, Halo and Trust, for senior charity leaders.

These Circles provide a confidential, trusted space for reflection, inquiry, and peer support.

## **Key features included:**

- Monthly Circle meetings
- RISE-supported workshops on inquiry and listening, and sharing feedback
- A retreat to reflect on group dynamics and personal growth
- Early exploration of how Circle learning spills over into wider organisational contexts

## **Growing the Programme**

In late 2024, we began supporting recruitment for new members and planning to expand to two new Circles in 2025. The recruitment process is intentionally relational, with three structured conversations between current members, governance group, and potential participants, ensuring values alignment and group fit.

# Impact: Clients

We continued to work with values-aligned organisations across a wide range of sectors, supporting leaders and teams to collaborate more effectively in increasingly complex environments. Our client portfolio in 2024 included global corporates, fast-growth scale-ups, not-for-profits, and public-interest organisations. What unified these clients was a shared desire to lead more thoughtfully, to work better together, and to navigate change with both rigour and care.

## Client Distribution

While we remain mindful of the vulnerability that comes with over-reliance on a single client, we maintained a fairly distributed client spread across sectors. In 2024, our delivery broke down as follows:

Sector	% of Clients	% of Revenue
Service	15%	1.38%
Technology	15%	2.88%
Construction	8%	64.58%
Finance	15%	9.45%
Not-for-Profit	15%	3.67%
Retail	15%	8.42%
Real Estate	8%	4.59%

We also continued to dedicate a proportionate share of our resources to serving not-for-profit organisations, many of whom received discounted rates as part of our social impact commitments.

# Spotlight 2: 10-Year Impact Report

## A Decade of Learning

At the start of Q4 2024, we published our 10-Year Impact Report, reflecting on the patterns, insights, and transformation we've seen through a decade of working at the intersection of leadership, collaboration, and systems change.

**One of our key findings:** reflective and **relational practices** are not a nice-to-have; they **are strategic** infrastructure for sustainable growth and resilience.

**64%** of survey respondents reported that adopting these practices led to significantly improved collaboration across teams and regions, enabling:

- More effective strategy launches
- Improved handling of disruption (including post-COVID recovery)
- Better cross-functional alignment

## The Risk of Abandoning What Works

Despite the value, our data also showed how quickly teams regress to reactive cycles when these practices are deprioritised. Tight timelines, high pressure, and power dynamics often force groups to revert to business-as-usual, abandoning the very conditions that supported success. Our findings reinforced that sustainable collaboration requires both intention and maintenance.

## **Tangible Outcomes for Leaders and Teams**

From 1:1 executive coaching to systemic change programmes, our work in 2024 enabled:

- Improved emotional intelligence and confidence in leadership
- Stronger cross-functional relationships and cultures of trust
- Greater self-awareness and adaptability in leaders
- Deeper, more inclusive dialogue in diverse teams
- Significant behavioural shifts, visible in meetings and projects
- Positive spill-over effects in personal lives and relationships

## **Initial Reasons for Engagement**

### **Clients typically engaged with RISE to:**

- Strengthen executive team trust and cohesion
- Prepare leadership teams for challenge or transformation
- Shift siloed cultures towards deeper collaboration
- Create learning networks or leadership programmes
- Facilitate complex conversations or offsites

In many cases, these engagements evolved into multi-year partnerships that extended into broader strategy, culture, and systems work.

## **Looking Ahead**

We will continue to refine how we gather and share evidence of our client impact. We believe the future of leadership development lies in embedding reflective, relational, and adaptive practices, not only at the top, but throughout organisations.

# New Methodology: The Collaboration Compass

In 2024, we launched the Collaboration Compass and the Collaboration Compass Guide, two pivotal resources that bring shape and language to our core practice.

## Why we created the Compass

Working well together in complexity demands more than technical know-how, it requires deep human skills, sustained reflection, and a collective commitment to doing things differently. Over years of client work, we observed consistent patterns in what enables or hinders collaboration. The Compass is our synthesis of that learning, a guide for orienting and re-orienting ourselves and others in the work of change.

## The Compass Model

The Collaboration Compass focuses on four interconnected domains of action:

- **Thinking** – Building shared sense-making, reflexivity, and complexity awareness
- **Doing** – Creating the conditions for sustainable, iterative, and autonomous action
- **Relating** – Cultivating the quality of connection, feedback, and working with dynamics
- **Being** – Developing presence, attunement, resilience, and awareness of inner state



At the heart of the model sit three essential, **interconnected concepts**:

- **Purpose** - what the group is trying to do together
- **The Me–We Dynamic** - how individuals influence and are influenced by the collective
- **The Web of Complexity** - the interconnected, systemic reality we work within

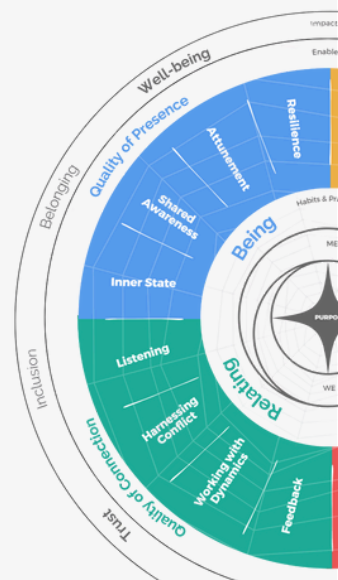
Rather than offering a fixed solution, the Compass acts as a reflective and practical anchor, supporting clients and teams to build the skills, language and capacity for deeper collaboration in times of change.

### How it's being used

- As a shared framework across consultancy projects and leadership development work
- In coaching conversations, team diagnostics and strategic planning
- Integrated into our client discovery process and community learning sessions



**Explore the compass:**  
<https://bettercollaboration.risebeyond.org/>



# Looking Ahead

**2025 is set to be a year of embedding and growing what we began in 2024. Our focus includes:**

- Finalising the share transfer process and establishing clear shareholder agreements
- Rolling out the Catalyst Agreement and profit/growth share mechanisms
- Deepening our BD engine, refining our offer, and strengthening proposal-to-contract flow
- Launching new entry products to allow greater accessibility to experiencing work with RISE
- Launching a new regional strategy
- Expanding the Impact Leaders Circle programme to four active groups
- Increasing our capabilities around our 1% for People & Planet fund
- Laying the groundwork for B Corp re-certification and deeper environmental reporting

# Thank You

To our clients, collaborators, consultants, and friends for shaping RISE in 2024.

**We'd love to hear your feedback or ideas:**

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[www.risebeyond.org](http://www.risebeyond.org)

# 2024 Impact Report

