



Impact Report

2022



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A note of thanks

it was only at the beginning of this year that we were still in the midst of the global pandemic, so to think that at the end of 2022 we are heading into a new year with less fragility than the year before, and with a plan for a new approach and new leadership.

For 10 years we have been led by Simon Preston, since his founding of Rise in 2012; since then he has worked with others to establish the foundations of our consultancy and community of practice - with lots of lessons learnt along the way!

As we head into 2023, with Megan Gita, Jemma, Madelanne and Beth working to lead this organisation into it's next chapter - we're excited to see where we can move to - with a re-focussing on positive impact, and the importance of collaboration to make this happen for us all.

A big thanks to all our clients, consultants, partners, staff, friends and family that support our work and development, always.

Who we are

We are a consultancy and community of practice set up to enhance the practice of collaboration in organisations and across society in order to more effectively tackle the complex challenges we face.

We work with leaders to develop the skills and capacities to more thoughtfully and collaboratively influence change across their organisations and sectors.

What matters to us

Whether in our work with clients or together in our community of practice, these are the ways of being together that matter most and make us who we are.

- We focus on building trusted **relationships** with each other and the people we work with.
- We bring **curiosity** and inquiry to our conversations and the way we work together.
- We provide **challenge** and provocation to help shift our ways of thinking and understanding.
- We take **care** of each other in the work, which at times can be vulnerable, exposing and tricky to stay in.

on a mission to enable great
leadership and collaboration
to more sustainably and effectively
meet the complex challenges
in our organisations and beyond.



Impact: People

We are in the business of people, and take the way we work together, and the way we work with our clients really seriously; whilst trying to keep it fun. This year we have implemented some changes to ensure our team and wider community feel connected and supported in our work together.

- Met for the first time in-person as a wider community after a few years of virtual-only connecting due to COVID restrictions
- Introduced more regular in person meet ups for core team meet ups
- Reviewed our leadership structure and remuneration of roles
- Introduced a shared performance bonus structure
- Provided learning and networking opportunities through attending conferences and webinars

Going Forwards

- Clarify ownership and leadership structure in our transition plan
- Introduce Private Health Care and additional benefits for employees
- Increase pension contributions
- Update leave policies and flexible working policies
- Conduct employee satisfaction survey
- Create more opportunities for learning and development



Impact: Planet

We are committed to being a responsible business and look for opportunities to improve our environmental performance as a core part of our strategy and ways of working. This year we have:

- Introduced a requirement to use sustainably certified meeting venues for our internal meetings and gatherings
- Implemented an Environmental Policy which covers considerations for travel, the use of sustainably sourced products and virtual home office practices.

Going Forwards

- Preempt our carbon footprint by funding climate projects and planting mangrove trees at the start of every new project in addition to monthly contributions.
- Commit 1% of revenue to the planet
- More effectively calculate our carbon footprint and implement plan to reach NetZero by 2025.
- Review Digital footprint and business travel tracking.
- Start considering our environmental impact from all strategic business decisions and make it part of our individual goals at Rise



Impact: Community

Our community is at the heart of our work, we have had a rigorous community of practice since 2018, which has both supported the quality of work with clients, and been a place for deep relationship and connection, particularly during the COVID pandemic. This year we:

- Donated our time to charitable projects - **100+ hours donated**
- Gathered in the Netherlands for our first in person community event since pre-COVID
- Engaged in monthly learning inquiries as a community
- Became members of new networks and communities such as The Consultancy Growth Network, The Family Business Network

Going Forwards

- Work on BCorp Certification
- Further connect to other communities, local and global
- Run two community gatherings for our learning community
- encourage and support more volunteerism
- Run learning opportunities around inclusivity and our social impact through the Rise Community

Looking ahead

Our conversation is evolving and we are excited about the “RISE Next Chapter” and the opportunities within this. We know this next 12 months will be rocky at times, in the midst of an economic crisis and a climate crisis, whilst in our own transition.

As we go into next year our focus will be to re-centralise our core approach to collaboration - bringing our attention back to why it matters, and why it matters right now, more than ever. We hope to diversify the clients and people we work with, and put greater focus on our own impact with clients, our community and the responsibility we have to the planet.

We hope to have fun doing this, and find joy even in the moments of intense uncertainty and change; supporting each other along the way.

We're looking forward to what we can achieve together, and what lies ahead.



Thank you

**We'd love your feedback or thoughts.
What can we do better?**

www.risebeyond.org