



Grow Your Social Impact

## Testimonials from “Case Study of Seven Organizations”

When asked in a survey, “How is SEED Different?” seven teams explained:

**ORG1 – Micro Enterprise.** “In the past, when we have done a strategic plan, an outside consultant did it and gave it to us. It was very much a reiteration of things we already knew about ourselves. It was more for the funder to see that we had a strategic plan than a tool that was useful to us. In contrast, with SEED we have become accountable to structures that transcend what our funders ask for. The SEED process empowered us to develop what we actually need. SEED employs a real coaching model (as opposed to setting out the 'right way' to do things) while inspiring and giving us a structure to hear each other, build a shared vision and take it to actionable steps. We take the structure seriously; it keeps us on track and creative, connects us, and assures accountability.”

**ORG2 – Community Development.** “What I like about SEED’s approach is that the questions make us look beyond what we already see, and the process allows us to think and imagine, without assuming what we’re thinking or trying to say. SEED asks questions rather than telling us what we should think or what we ‘really mean.’ SEED listens. So I get in touch with what I know deep down, and I discover new things, which I normally don’t have time to do. SEED inspires me to work even better.”

**ORG3 – Workforce Development.** “One of the main ways I experience SEED as different is that I participated. This is the first time I’ve been asked to contribute to assess our work, define our vision, develop a plan and track progress. SEED helped us put everything on a piece of paper, in our own words about what we are doing, how we are doing it, and where we want to go from here. It is incredible to be able to see what we have accomplished. This process forces us to think about things from very different perspectives. It makes us see things a different way. There are possibilities we couldn’t see before... Being involved in this process, confidence levels have increased and that helps us deliver better services.”

**ORG4 – After School.** “SEED approach is different in that there is more personalized attention to creatively focus on whatever specific challenges arise. Although this may occur to some degree with other technical assistance, I appreciate SEED’s unique way of instilling unity, commitment, consistency and cohesiveness across our multiple programs and locations. It is powerful for our site coordinators to have a shared vision, clear goals and most importantly, new practices for how we set and meet our goals as a team.”

**ORG5 – Legal Service.** “The level of investment, commitment and care exhibited by SEED was unlike any other assistance we have received. These sessions to pause and take stock as a management team have been so valuable. The assessment process and planning for growth served us well, combined with the strategic inputs from SEED. Absent this process we would not take the time to do this in a way that is productive. We have gained enhanced management investment, and concrete steps for funder development.”

**Org6 Health & Safety.** “SEED elicits every voice. SEED includes different departments to exchange best practices and coordinate efforts towards meeting the mission of VIP. SEED does not impose solutions for our team, but instead guides us to learn to identify new opportunities and plan in new ways, and really make change. This is very different than the typical approach where an outside ‘expert’ tells us what we need to do and the plan sits on the shelf.”

**ORG7 – Youth Leadership.** “One thing that is different about SEED relates to the root of education, which is educare, which means ‘to draw out.’ What’s different about SEED is that SEED assumes we already have it within.”