

The Synergos Path to Purpose

Guiding your company to uncover deeper meaning and chart a course to be of greater service to the world.



We're a business-oriented consultancy within a mission-driven nonprofit



Founded in 1986 by a member of the Rockefeller Family, Synergos **helps solve complex problems of poverty and inequality by fostering trust and collaboration** among business, government, civil society, and marginalized communities.



Founded in 2010 as a division of Synergos, Synergos Consulting Services draws upon the organization's experience, relationships, and approach to **enable clients to generate sustainable economic and social value** through their core businesses, CSR, and philanthropic efforts.

Five stages on the path to greater business and social impact





It's common for leaders to hold divergent opinions on where to focus their company's social impact energy and resources.

By guiding all stakeholders (founders, board members, staff, etc.) to start with intentional self-reflection, while fostering safe spaces for stakeholders to vulnerably share their truest selves, we help companies unearth their shared values and reach a more unified vision for their philanthropic work.

WHAT WE OFFER

INDIVIDUAL
PURPOSE
TRAINING
SESSIONS

PURPOSE
STATEMENT
DEVELOPMENT

COMPANY &
TEAM PURPOSE
RETREATS



ANALYZE

Even with a clear vision, companies can face barriers to operationalizing that aren't always easy to see. Some are cultural, while others may be found in management and decision-making structures. **We work in partnership with company leaders and key stakeholders to thoroughly analyze existing culture and structures** to identify pain points, communication blockages, or ineffective processes, and recommend opportunities to overcome them and move toward greater efficiency and impact.

WHAT WE OFFER





3 REACH ALIGNMENT

Once a company has defined its desired direction, it's time to start reforming its structures and processes to reflect it. **We guide all constituencies invested in your company's social impact work to reach alignment of purpose by bringing them together to actively listen to one another and outside experts.** This process develops a more complete picture of where you are now, and helps you reach consensus on concrete actions that your leaders can take together to realize the vision.

WHAT WE OFFER

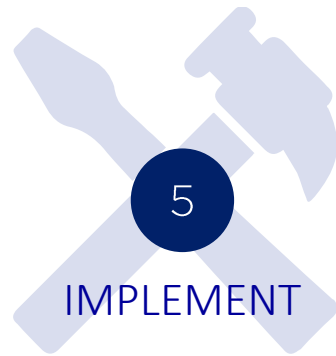




With leaders and staff already so immersed in their own ongoing work, fresh perspective from an experienced, socially-conscious outside team can make all the difference in getting your vision off the ground. Whether enacting a cultural refresh, updating business practices, mapping unreached funders, or re-structuring decision-making schemas, **we accompany your team through each change you pursue, setting you up to achieve deeper, more lasting impact.**

WHAT WE OFFER





Depending on your company's situation, you may benefit from continued support in running day-to-day operations, especially during a period following major identity or structural changes. **We coach and assist leaders through the daily challenges of management and program implementation, whether in office operations or field-level programming**, drawing upon Synergos' vast global network and decades of program management expertise around the world.

WHAT WE OFFER

PARTNERSHIP MOBILIZATION & COALITION BUILDING	FIELD-LEVEL PROJECT MANAGEMENT	PROGRAM PERFORMANCE MANAGEMENT
STAKEHOLDER ENGAGEMENT & COMMS.	RECRUITMENT & TEAM DEVELOPMENT FOR PROGRAMS	CHANGE MANAGEMENT

What we offer at each stage of the path to purpose

1

DISCOVER INTENTION

- Company/team purpose retreats
- Individual purpose coaching sessions
- Developing vision, mission, & impact statements

2

RUN DIAGNOSTIC

- Emerging market risk & opportunity assessment
- Social impact diagnostic on alignment, impact, & legacy
- Company/team culture & governance surveys
- Partner effectiveness audits
- Partner & community feedback surveys
- Issue research & analysis
- Landscape analysis of implementing partners & peer companies
- Stakeholder mapping
- Social impact benchmarking
- Social impact risk assessment

3

REACH ALIGNMENT

- Alignment-building retreats & workshops to integrate business & social purpose
- Company/team retreats & workshops
- Revise governance & decision-making practices
- Joint-learning sessions with implementing partners
- Individual & team leadership development workshops, retreats, & coaching

4

BUILD STRATEGY

- Inclusive social impact strategy development
- Innovative finance strategy
- Impact model, theory of change, & M&E strategy
- Program design
- Grantee identification & vetting

5

IMPLEMENT

- Partnership mobilization & coalition building
- Field-level project management
- Program- & country-level recruitment & team development
- Program performance management
- Stakeholder engagement & communication

How Synergos Consulting Services is different



An advisory rooted in social purpose

We combine crisp business analytics and cutting-edge social processes to help your family execute with maximum effectiveness, while keeping social impact at the center.



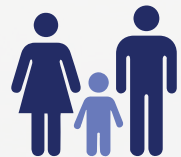
Business oriented, mission driven

As business-oriented consultancy operating within a respected, mission-driven nonprofit, we draw upon Synergos' rich experience, relationships, and social values.



Starting inward, working outward

We believe that building the trust needed to unlock the power of deep collaboration starts with looking inward to examine the inner purpose of each person involved.



Funds that do good

All revenue we generate directly supports Synergos programs that alleviate poverty and empower low-income communities around the world to thrive.

“

Synergos brought not only greater role definition for our team, but emotional definition, which helped focus the values that in turn gave greater clarity to our mission: to provide clean, affordable, reliable energy.

”

— FELIX HALLWACHS
Board Director, Little Sun



Who we are



Leah Bradford- Francis
Senior Director

Prior to joining Synergos, Leah was President of the Kraft Foods Group Foundation. Prior to Kraft, Leah served as a Program Officer in Community Development at The Chicago Community Trust. Leah has worked for both Deloitte and Accenture's Human Capital practices. She holds an MBA from the Kellogg School of Management at Northwestern University and an MPA from the Kennedy School of Government at Harvard University.



Swati Chaudhary
Associate Director

Swati brings 13+ years of experience in management consulting, investing, and economic development. Prior to Synergos, Swati advised clients at PwC Advisory on growth strategy, inclusive business, and risk management. Swati brings impact investing knowledge from Acumen Fund, and growth equity at General Atlantic. She studied economic development and gender at Columbia University. A third culture kid, Swati grew up between Bihar, India and Manila, Philippines.



Daniel Schwartz
Senior Advisor

Daniel is an expert strategist, advising philanthropists, corporate, and foundation CEOs and their boards on how to achieve greater good while serving key stakeholders. He is the former CEO of Porticus, a grant-making organization and strategic advisory consultancy where he led a staff of 200 colleagues with activities in 90 countries. He previously headed the Elie Wiesel Foundation for Humanity and served as treasurer of the GAVI Campaign. Daniel holds a BA and MA from Harvard University, and currently co-chairs Synergos' Global Philanthropists Circle.



Kathryn Uhl
Senior Associate

Kathryn brings 6+ years of experience in financial services, technology, and consulting, most recently as a User Experience Researcher at the Peru-based Social Enterprise, Laboratoria, a Product Manager at Wells Fargo Bank's commercial banking group, and as a consultant with the Wikimedia Foundation, Bloomberg, and IDEO on technology-focused development projects. Kathryn holds a BA in International Studies from the University of California, San Diego and an MPA in International Development from Columbia University.



SYNERGOS

CONSULTING SERVICES

3 East 54th Street, 14th Floor

New York, NY 10022 USA

tel +1.646.963.2100

lbradford@synergos.org