

Kathleen Enright

Scaling What Works  
A LEARNING INITIATIVE OF



# PATHWAYS TO GROW IMPACT

# GEO's mission

Understanding that grantmakers are successful only to the extent that their grantees achieve meaningful results, GEO promotes **strategies and practices that contribute to grantee success.**



*Smarter grantmaking. Stronger nonprofits. Better results.*

# *Scaling What Works*

- Helps funders who want to **support high-performing nonprofits**
- Leverages the work of the **Social Innovation Fund**
- **Extracts and shares learning:**
  - *Collaborative funding and problem solving*
  - *Evidence-based decision making*
  - *Flexible and capacity-building funding*

# What do we mean by scale?

*“If you take a sample of what all people at my organization think scaling is you will get several different answers.”*

# Moving from “scale” to “growing impact”

# PATHWAYS TO GROW IMPACT

PHILANTHROPY'S ROLE  
IN THE JOURNEY

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Social Impact  
EXCHANGE

laproof  
FOUNDATION

tcc group

# Shifting the way we think about scale

## Traditional Approaches

- \* Growing an organization and/or program
- \* Replicating a program to other sites and/or populations



## Emerging Approaches

- \* Spreading an idea or innovation
- \* Increasing adoption of a proven tool or practice
- \* Changing behavior through policy



# Four Approaches to Growing Impact

## Program

- A specific approach to providing services

## Idea or Innovation

- New way of thinking about or doing something

## Technology or Skill

- Product, tool, technique or practice

## Policy

- Plan of action adopted by government or institution



# Programs

System of projects/services



# Idea or Innovation

New way of thinking about or doing something



# Technology or Skill

Product, tool, or technique or  
practice



# Policy

Plan of action adopted by any institution or government entity



# Multiple Pathways



# Must-haves to successfully grow impact:

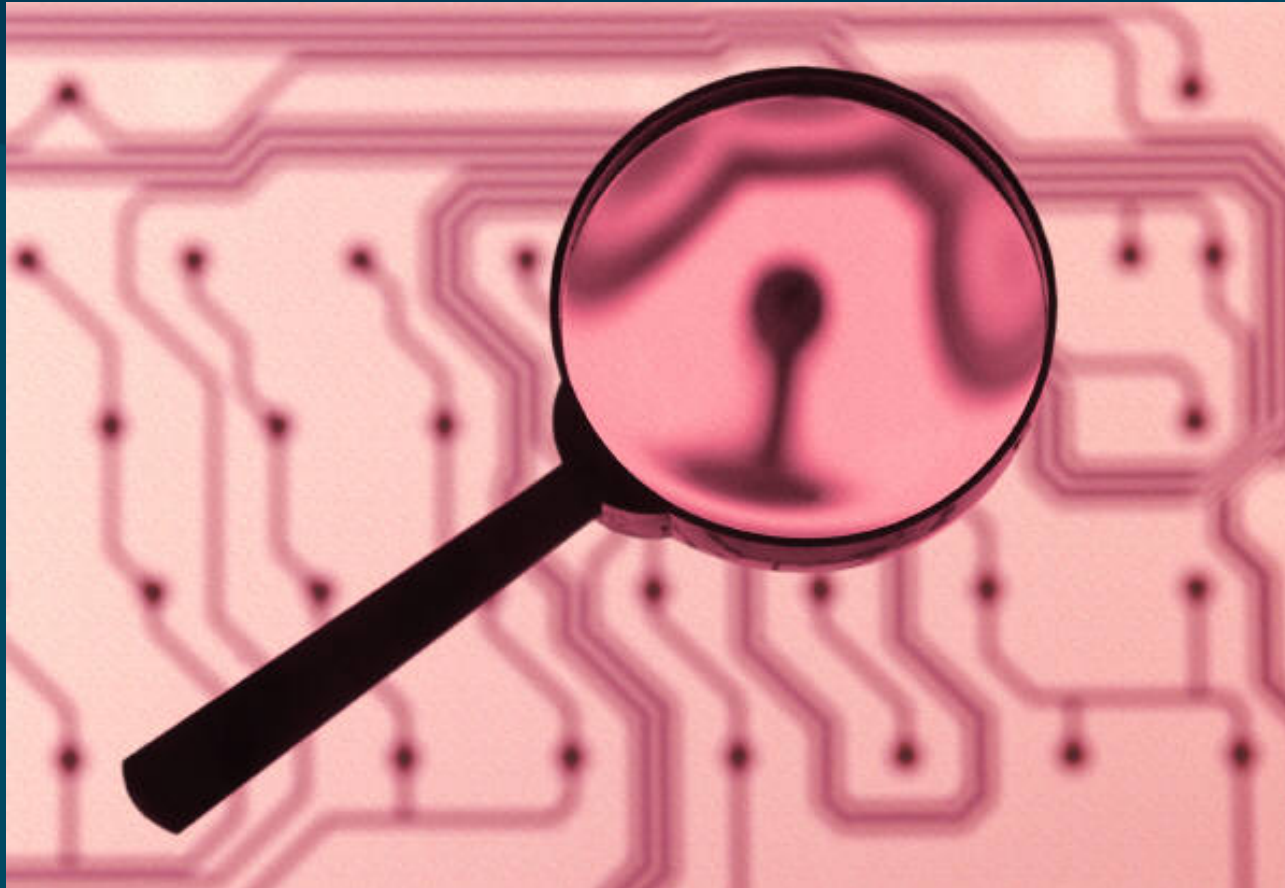
- Collaborative leadership
  - Staff who put mission first
  - Leader who serves as an Evangelist-in-Chief
- Data and performance management
- Focus on cultivating networks

# Collaborative Leadership





# Data and performance management



# Focus on Cultivating Networks



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