

Wellspring Consulting

About Wellspring Consulting for candidates

Wellspring Consulting: An overview

Wellspring Consulting was founded by a former BCG partner in 2002 to help leaders in the social sector make better decisions about the future



We serve a **broad mix of client types across the US**

- Which allows us to apply insights from one segment or geography to another



We work **collaboratively** with our clients

- Wellspring develops solutions jointly with each client, tailoring projects to meet their needs



We specialize in **strategy**

- Pattern recognition
- Insight generation
- *What* are we going to do, and *how* will we do it



We work directly with the **key decision-maker(s)** within organizations

- Most often the Chief Executive

The five components of how we achieve exceptionally high implementation rates

- 1 Core strategic questions that define our project
- 2 Effective data collection and insight generation
- 3 Skillful design and facilitation of meetings that lead to closure
- 4 Feasibility testing on organizational and financial dimensions
- 5 Detailed implementation planning and metrics setting done alongside staff



Leading to an over 98% implementation rate across our client set⁽¹⁾

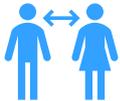
- Of our 650+ projects in 20+ years, fewer than 10 have not been implemented

(1) By implementation we mean when clients carry out the majority of the plan, recognizing there are often variations between the plan and what occurs in reality

Wellspring values



We value clients who, like us, are striving to create a more joyful, equitable, and sustainable world



We value the ideas, growth, and well-being of each person with whom we interact



We value curious, open-minded inquiry, and learning from different perspectives



We value the courage to pursue the best solutions, even when they are hard

How we work



Experienced across the social sector, including nonprofits, foundations, and social enterprises

- Our work spans a wide range of topics (e.g., international development, human services, healthcare, education) and types of organizations (e.g., philanthropy, direct service, advocacy)



Committed to diversity, equity, and inclusion in our practice

- Partnership is all female
- We examine and build our consulting work to be equitable and inclusive
- Many of our clients work on a range of issues related to social justice



Biased for action

- The work we build alongside clients gets implemented
- Clients frequently comment on how our work is immediately useful



A leader in the field

Selected past clients



Medical Debt



Yale Center for Clinical Investigation



Save the Children



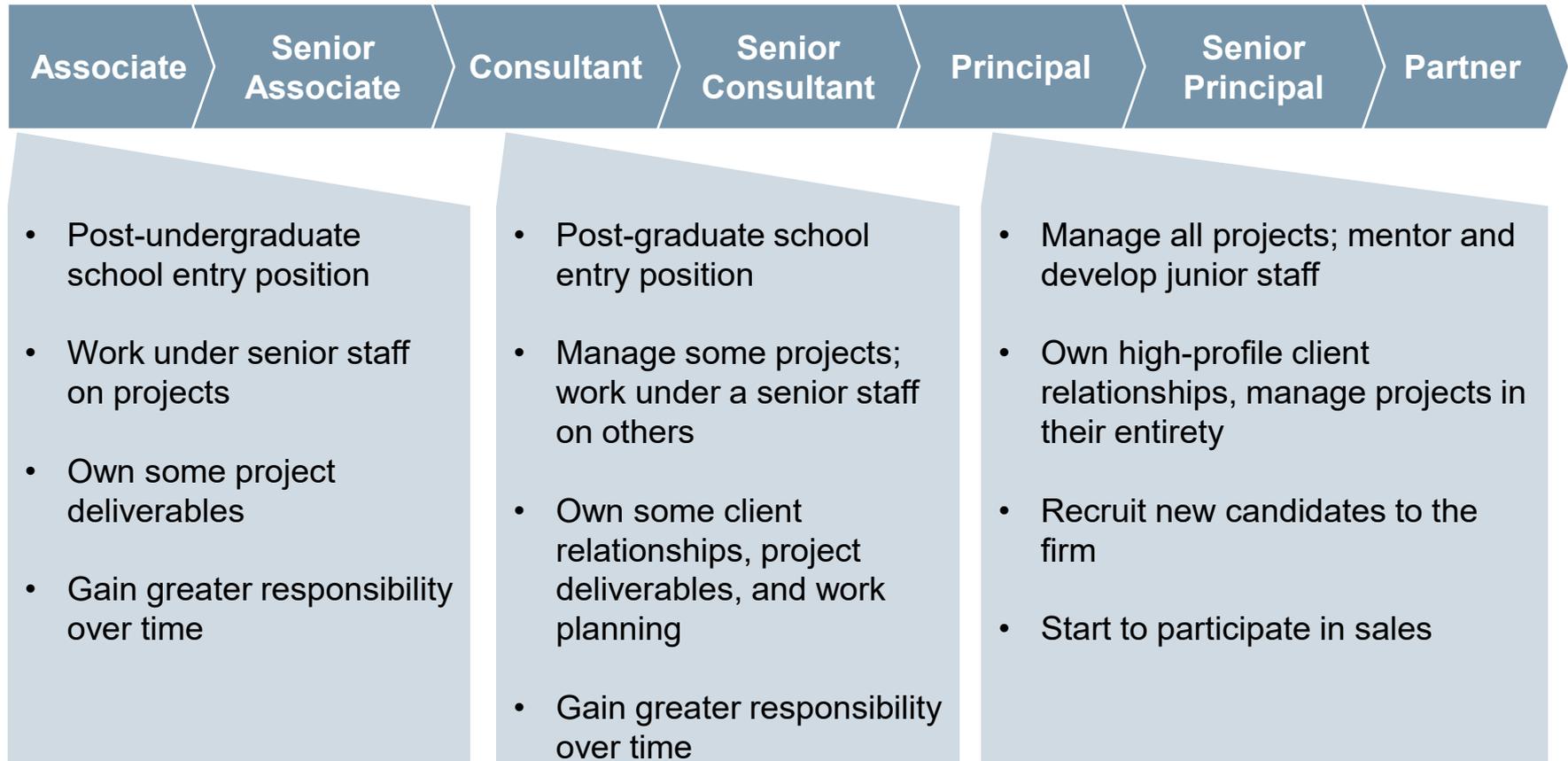
Finding the ways that work



Planned Parenthood Columbia Willamette



Staff progression



We hire staff who are deep listeners, skillful facilitators, thoughtful problem solvers, and rigorous analyzers

- With deep dedication to the social sector and social justice
- And a desire to be entrepreneurial

Staff development



Apprenticeship

- Learn on the job
- Work closely with Partners and senior staff on client projects
 - Meet with case teams for two or more hours each week
- Interact with senior client leads from day one
- Grow at own pace, with progressively greater responsibility



Mentorship

- Set and make progress on professional goals with guidance from a Partner mentor
- Partner mentors understand their mentees' interests and skills
 - And serve as their mentees' advocates and cheerleaders
- For the first year, meet regularly with a peer mentor



Training

- Receive training from staff across the firm on key skills
 - E.g., financial modeling, survey design, interview-based research, etc.
- Get trained on skills just before you need them
- Participate in a set of all-staff trainings each year
 - Including a two-day staff retreat and bi-weekly staff development lunches

A week in the life of a Consultant at Wellspring

