

A photograph of a person's back wearing a dark green t-shirt. The t-shirt has white text printed on it. The background is a blurred green landscape with large leaves.

REGENERATIVE ACTIONS
for a future we all want.

THE CHALLENGE

Grassroots organisations in Southern Africa are vital to ensuring trusted, meaningful and impactful social change programming in under-served communities. Yet these organisations often function without the support needed to fully realise their social value capabilities.



OUR RESPONSE

The Time + Tide Foundation (TTF) provides mentorship to grassroots organisations. Our approach is designed to measurably and practically improve organisational and programmatic efficiency, strategy and social impact. Our formal mentoring model includes a structured change management process, which is informed by our deep understanding of the grassroots context and rooted in the science of behaviour change. Our team works with organisations to improve the quality of decision making and consistency of best practice, whilst also working to strengthen reciprocal support between grassroots organisations in Southern Africa.





VISION

A world where community-driven organisations are trusted, valued and serve as impactful vehicles for social change.

MISSION

Through mentorship, we strengthen informed and meaningful decision making and practices within community-driven organisations, improving pathways to sustainable change.

ORGANISATIONAL MENTORSHIP PROGRAMME ROADMAP

01

DISCOVER

Establish awareness and acceptance of organisational and programmatic context.



02

EXPLORE

Engage new options and networks to improve organisational efficiencies.



03

FOCUS

Prioritise and implement domain-specific projects, including funding proposals.



04

REVISE

Review, refine and share key learnings.



THROUGHOUT ALL PHASES, THE CHANGE MANAGEMENT PROCESS IS STRUCTURED AROUND A BREADTH OF ORGANISATIONAL DOMAINS:

- | GOVERNANCE & LEADERSHIP | PROGRAMME DEVELOPMENT & MANAGEMENT |
- | PEOPLE & CULTURE | RESOURCE MOBILISATION | SAFEGUARDING |
- | PARTNERSHIPS & COLLABORATION | COMMUNITY ENGAGEMENT & OUTREACH |
- | MONITORING, EVALUATION & LEARNING |
- | OPERATIONS & TECHNOLOGY | MARKETING & COMMUNICATIONS |

01

DISCOVER

APPROXIMATELY 2 MONTHS



OUR ROLE: GUIDANCE

We join the organisation in their day-to-day activities and meetings (both one-on-one and group sessions), using close listening, sharing of experiences and thought-provoking questions.

OUTCOME FOR THE ORGANISATION

Increased self-awareness in an environment that fosters acceptance of the programmatic and organisational context.

02

EXPLORE

APPROXIMATELY 3 MONTHS



OUR ROLE: ADVOCACY

We host workshops, offer real time, practical support and link the organisations to new stakeholders, including national and regional exposure visits.

OUTCOME FOR THE ORGANISATION

Deepened understanding of and capacity for decision-making frameworks and best practice.

03

FOCUS

APPROXIMATELY 2 MONTHS



OUR ROLE: SUPPORT

We work alongside the organisations to set specific goals across the domains, and we act as accountability partners as they follow processes to achieve their objectives.

OUTCOME FOR THE ORGANISATION

Refined strategies and operations, ensuring alignment of operations and programming with social change goals, including stakeholder expectations and accountability measures.

04

REVISE

APPROXIMATELY 2 MONTHS



OUR ROLE: CONTINUED MENTORSHIP

This is the sustainability phase, during which we promote reflection on change processes and growth, facilitating intentional course correction.

OUTCOME FOR THE ORGANISATION

Sustained process of organisational and programmatic refinement, sharing strengths and insights across the sector.

The future we want is one of community-led social flourishing, in which grassroots organisations mentor each other to grow their collective value.

