



SPEAK MENTORSHIP CULTURE

Passionate, Innovative, Collaborative,
Results-Driven

Why Passionate

Passionate

Mission-Driven

- At SPEAK Mentorship, you must believe in the mission, and be passionate about helping young girls and women find meaningful and purposeful careers and developing their network so they can achieve success. We want to be the ladder upon which others climb to the greatest heights, and you must have the passion to work towards our mission in all roles at all times.

Empathetic

- We are in this line of work because we are highly empathetic, understanding that we may have what others may not or identifying ourselves with our younger audience and knowing that we can help them reach success in the most direct way. We need to care to be effective, always.

The Big Picture

- Working for SPEAK Mentorship means keeping an eye on 'The Big Picture'. Whether we are helping one mentee or one hundred, we must remember who we're serving, why, and how we can best help as many individuals as possible at that time. Your passion must drive you to find ways to connect to others who can help SPEAK Mentorship achieve its long term goals and make the greatest impact.



Why Innovative

Innovative

Problem-solving

- Being innovative means that you are a problem-solver. You are able to identify an issue and provide a possible best solution to the issue that works for the whole or SPEAK Mentorship. We do not work in silos within our own projects. The whole company will succeed when you are able to contribute and share ideas across functions and areas.

Creative

- An innovative person is creative. He or she is able to come up with creative ideas and solutions to help progress the organization. Creativity is important to a startup with limited funding and a social enterprise hoping to get people to buy into the mission.

Courageous

- An innovative person must be courageous. It takes courage to put forward ideas not yet tested or proven; it takes courage to work on a start-up, and be able to use failures as a means towards success.



Why Innovative

Innovative

Self-starter

- Due to our start-up nature and small team, we do request all of the individuals in the organization to be self-starters. Self-starters are able to take away key points identified by the team and work towards execution. All members of the organization work across functions, assisting at all points possible while learning new skills to ensure organization health and stability.

Improvement

- Innovative people are able to use new ways of thinking, new ideas, and new approaches to help improve upon the scope of the project or the ability for SPEAK to reach its mission. Keep in mind that self-improvement is key to ensuring we are able to remain a small but effective team; there is great value to the organization in those who seek answers to improve themselves.

Flexibility

- Innovative people are highly flexible. They can test a solution, pivot to another approach, and re-test to ensure the organization is using the most highly effective approaches towards growth and development.



Why Collaborative

Collaborative

Supportive

- A start-up team and a strong organizational culture, in general, call for a collaborative environment. The first key trait of being collaborative is to be supportive to others, understanding people have different strengths and limitations. Keeping in mind that we are all working on SPEAK Mentorship because we believe in the mission, let's provide that support to the other so that we are always performing at optimal level.

Compassionate

- I am grateful that I found so much interest in this mission since I've first started this organization. It is with great pleasure to know others are willing to dedicate their time towards helping this organization grow and for us to impact as many lives as possible through SPEAK Mentorship. We are all working on this mission because we already possess the compassion for others needed to carry this mission forward. Your teammates should be given the same understanding for, like the girls we intend to help, we all have backstories and current on-goings which may not be apparent at the surface level.

Communicative

- We must emphasize communication as a key tool to being collaborative. We must all be communicative of our thoughts, concerns, solutions, and progress. This avoids any presumptions, double-work, and assures the most quick and effective steps for each individual in their particular task.

Honesty

- Be honest. We are working on a mentorship program, where honesty and safe spaces to promote the ability to be honest are key. If we expect mentors and mentees to share an honest relationship, we must hold ourselves to the same standard. Know that your honesty can help another understand you better, themselves better, and can lead to us growing, internally, as a team.



Why Collaborative

Collaborative

Selflessness

- An important quality in each of us is our ability to be selfless in situations which require us to be. Often times, we must understand that we do not know the full picture, and, therefore, for the best interest of the organization, must carry on tasks that may not fit into our roles because we promote selflessness and assist others when we can even when we may not full understand their limitations.

Transparency

- A team that works well together must be transparent about their efforts, their results, their needs, their shortcomings. This allows us to be the supportive and flexible team needed to run a SPEAK Mentorship.

Flexibility

- Currently, we are a start-up organization with a global team. With different time zones, full-time work schedules, personal responsibilities, we must keep in mind that flexibility is key to meet the needs of our roles, the organization, and our collaborative work culture.



Why Results-Driven

Results-Driven

Mission-Driven

- We must always, first and foremost, be mission driven in order to be achieve results. In all conversations, thoughts, and progress steps, we must consider whether we are taking the right approach to achieve our mission.

Diligent

- Failure is acceptable and understandable. Our mission drives our company culture and we identify with failure as a stepping stone towards success. However, we hope you take your failures as a reason to work harder to find the right solutions by being innovative and collaborative. Once you have properly tested an approach in the best possible way, revisit the approach, be transparent about your efforts and thoughts, and ask for solutions from the team to identify other possible approaches. Be diligent in your efforts. Test, monitor, evaluate.

Goal-oriented

- Set goals for yourself and relay the markers towards the result you are trying to achieve for the rest of the team. This will allow everyone to know whether they can assist you or whether there may be any requirement within their role for them to help you achieve your goal. At the organizational level, we will also be setting goals for projects to ensure we have tested our approaches to best understand what works moving forward.



Why Results-Driven

Results-Driven

Dedicated

- If you are working towards meeting the previous three qualities, then you are dedicated to being results-driven. That is the attitude which will help us all work together to reach our company goals—our mission.

Flexibility

- As mentioned previously, failure is a part of success. No one has achieved their best results the first time, and we must accept that being able to fail and being flexible enough to understand what went wrong and learn from failures is a part of any great company's organizational culture. Be flexible once you have tested, monitored, and evaluated your approach. Don't get bogged down in trying to prove what doesn't work after proper duration of the project.



Flexibility

Flexibility shows up in each of the three core values

WHY?

- Flexibility is a very important quality in order to have a virtual team all working to collaborate on innovative approaches and solutions to meet results.

High Quality Work = Freedom

- Flexibility in your approach will allow you to be an effective team member and best contribute towards the organization, maintaining a healthy company culture. Currently, we are not working at SPEAK Mentorship as our primary job, and contribute our efforts willingly. It is not the time you put into this organization but the quality of work and the ability to get timely results that makes you an effective contributing member of the SPEAK team.



Team not Family

Netflix's "Keeper's Test" asks "Which of my team, if they told me they were leaving, would I fight to keep"

- We are working together to drive this mission forward. We must work as a team, and know how we can best contribute so that the team always wants to fight to keep us on board. If you are not being effective, you are holding back to organization from growing. Make us fight to keep you at all times.



Work Together

Welcome new staff always

- Make a conscious effort to be inclusive, warm, and welcoming. Share your story about why you are working on SPEAK Mentorship for everyone to understand you better regardless of your level of engagement with each other or your geographic location.

Introduce yourself and be available

- *Collaborate, collaborate, collaborate*

Welcome new ideas, visions, strategy

- *We are not in competition with each other or other organizations. We want to do good work and do it well. As long we are making the efforts to move forward, we are effective. At times, we may have to pivot, revisit our strategy and approach, and be open to new ideas. Be a team player and contribute and collaborate knowing that we're all working towards the same goal.*

Manage until you don't need to manage

- Strengthen people below you so that they are fulfilling their responsibilities seamlessly; not worrying about how others do their job will allow you to do your job better. Quality not quantity of work is what is most important.



Ask and You Shall Receive

“Your ego is not on trial, your talent is.”

Request support and be supportive

Set goals, inform others, hold yourself accountable, and meet goals

Learn and teach

- Do what you need to constantly improve yourself and be a valuable asset to the organization
- Always keep in mind the Netflix “Keeper’s Test”





We are all in this together so that we can help other women and girls similar to ourselves reach their full potential. Our company culture should promote this understanding of the other and the acceptance of the other. Opposing views and transparency of thought can lead to stronger ties and better approaches when a culture promotes empathy and there exists clear understanding that there is a shared end motive. While working styles and personalities may differ, accepting individual differences and working through them will allow us to provide the safe space we need to grow as individuals ourselves.

