



Wellbeing is the foundation for scaling impactful organizations.

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JumpScale® is a consulting firm that moves organizations to scale through a holistic approach to organizational wellbeing. For decades, our team has built companies and movements and supported executives and investors to scale impact.

Grounded in decades of practice and interdisciplinary research, the JumpScale Method™ supports leaders to cultivate healthy, resilient, and impactful organizations. JumpScale's bespoke approach brings experts in our diverse network to address client-specific challenges to build long-term success.

ORGANIZATIONAL WELLBEING IS THE CONSCIOUS ACTION TO PROMOTE INDIVIDUAL SELF-CARE, POSITIVE INTERPERSONAL RELATIONSHIPS, COMMUNICATION, AND BUSINESS PRACTICES TO FOSTER A DEEPER SENSE OF PURPOSE FOR HEALTHY GROWTH, FROM INDIVIDUALS TO WHOLE BUSINESS ECOSYSTEMS.



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## WE HELP COMPANIES THRIVE

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JumpScale recognizes that leaders and entrepreneurs sacrifice themselves for the financial and impact returns for which they strive. We support organizational leaders, businesses, and non-profits who understand that a lack of wholistic wellness in organizations leads to stress, burnout and financial risk, and even failure.

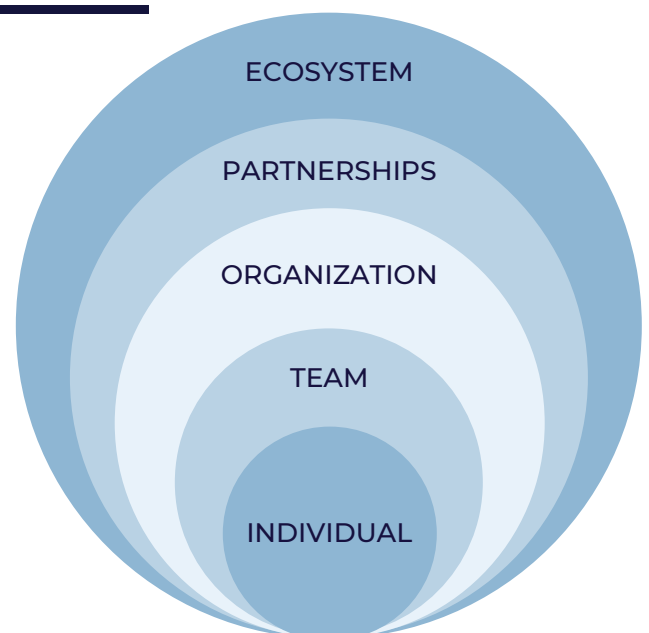
JumpScale spots and treats the distress plaguing many impact companies. The results are impressive: teams work better together, impact is amplified, and investors' financial risk is reduced.

EMPLOYERS CAN EXPECT A 5:1 RETURN FOR EACH DOLLAR  
SPENT ON ORGANIZATIONAL WELLNESS, ACCORDING TO A 2020  
DELOITTE REPORT<sup>1</sup>

## DIMENSIONS OF WELLBEING

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Our Dimensions of Wellbeing allow JumpScale to hone in on the client-specific challenges and design custom interventions for individuals, teams, organizations, and partners. This novel approach enables the transformation of organizations, thereby creating a healthier ecosystem.

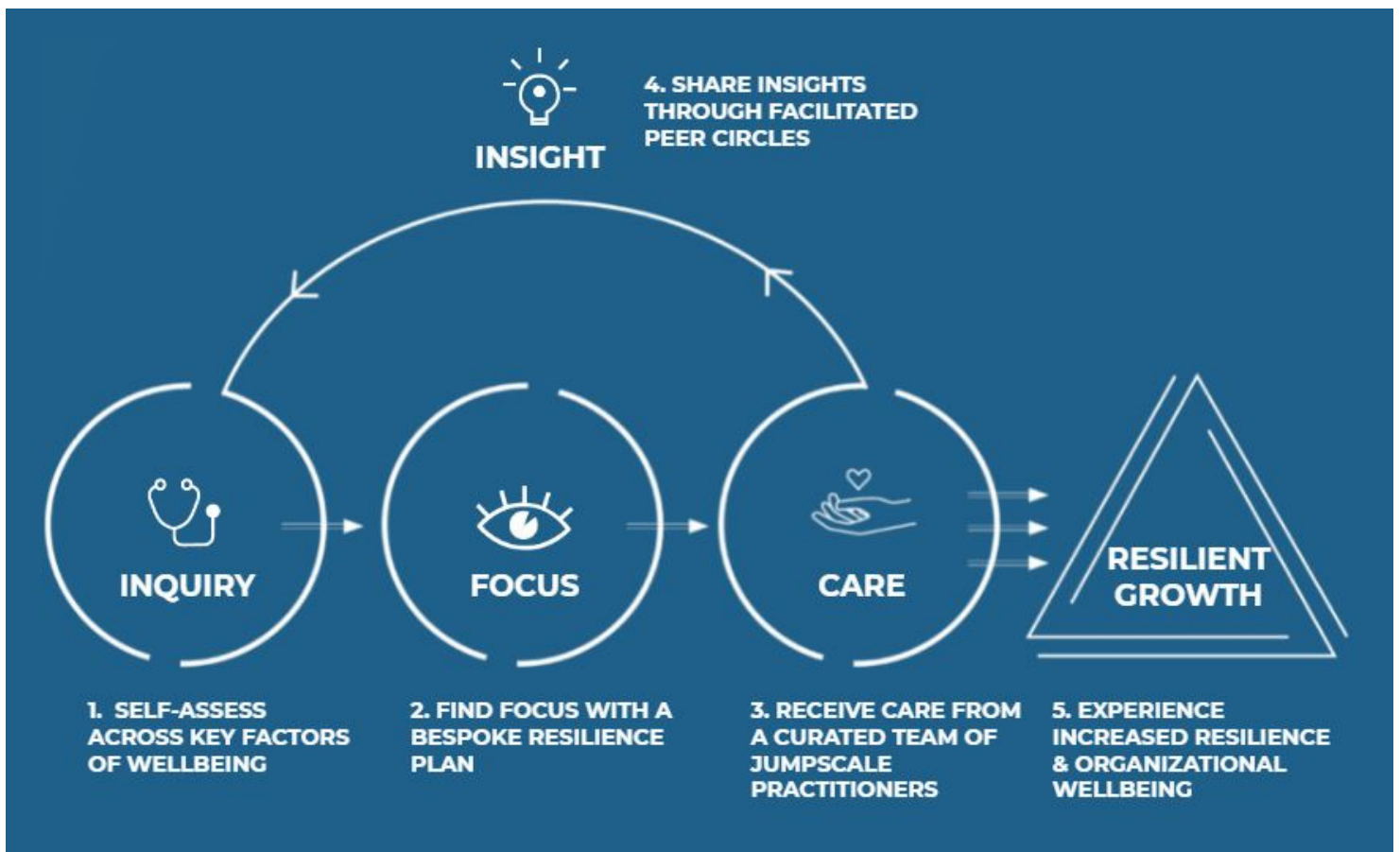


<sup>1</sup> Deloitte. (2020). Mental health and employers: Refreshing the case for investment. <https://www2.deloitte.com/content/dam/Deloitte/uk/Documents/consultancy/deloitte-uk-mental-health-and-employers.pdf>

## THE JUMPSCALE METHOD™

The JumpScale Method™ enables mission-oriented companies to identify and solve challenges in scaling their impact and financial performance. We detect early warning signs of issues that reduce organizational effectiveness and increase risk through our inquiry process. After determining a specific focus for our work together, the JumpScale team coordinates expert practitioners to deliver key interventions and care. This creates a clear strategic path forward towards resilient growth.

Throughout the process, JumpScale provides ongoing insights and evaluation services to track increases in impact and reduction of risk over time.



## EMPLOYEE RETENTION

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JumpScale assisted a private equity impact investment firm to evaluate a company in the firm's portfolio. Investors and management knew the company was underperforming on both impact and financial metrics, but could not identify why.

JumpScale's expert team conducted an in-depth evaluation of the company based on 50+ indicators and discovered that 11 out of 35 employees sought to leave the company for other opportunities. Through employing the JumpScale Method™ to dig to the root of the issue, our team determined the cause of discord within was a lack of a clear process for conflict resolution. Employees did not feel safe raising concerns, new ideas, or opinions about their areas of responsibility.

The JumpScale team recommended a company-wide training in conflict resolution and brought in an expert from JumpScale's Practitioner Network. After a two-month engagement with coaching and training services, a re-evaluation found that all 11 employees that planned to leave had decided to stay. This small investment in organizational wellness yielded a tremendous return by saving the company the time, energy, and expense of replacing over a third of its workforce.

A 2018 study published In Forbes found that the costs associated with replacing executives in a company can be up to two times their annual salary<sup>1</sup>. JumpScale's proven methodology can help create a healthier team culture that helps to retain employees and avoid the painful costs associated with losing them.

<sup>1</sup> Forbes. (2018). Companies Need To Know The Dollar Cost Of Employee Turnover. <https://www.forbes.com/sites/billconerly/2018/08/12/companies-need-to-know-the-dollar-cost-of-employee-turnover>

## REGENERATIVE DUE DILLIGENCE

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The JumpScale Method™ can ensure the screening and due diligence process for impact investors is meaningful and regenerative for all.

A family office approached JumpScale because they found the due diligence process for private equity deals to be draining and misaligned with their values and desire for impact. The JumpScale team created processes that helped the family screen and evaluate potential investments based on the JumpScale Methodology. This produced a more complete picture of the impact, financials, and team culture of each company under review. Through identifying areas of improvement, as well as JumpScale's specific recommendations for network practitioners to help implement a treatment plan, the family was enabled to evaluate both the potential for impact and the financial risks associated with the investment.

JumpScale's recommendations were incorporated into investment term sheets. The result was deeper confidence from the family in their due diligence process, actionable and useful feedback from the family office for the companies (whether they get the investment or not), and the family's investment dollars helped organizations scale to produce greater impact and financial returns.

Reach out to us to learn how JumpScale can help you create a more values-aligned due diligence process.

## STRATEGIC ADVISING FOR SCALE

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Many impact companies struggle with the challenge of scaling their business beyond the start-up phase. Growth in leadership, diversification, and specialization of skill sets are needed, and the pressures of decisions around capital strategies can be overwhelming. All of this must be addressed and planned while maintaining the daily operations of the business.

JumpScale was engaged to help evaluate a company that had grown to \$3.5 million in revenue. The company was led by the original three founders and a small, dedicated team that had been with the company from the beginning. The founders realized to take the company to the next level they must invest time and money into potential areas of growth. However, they struggled to figure out which areas to address first. They were not clear on how much they should raise and what financing options were the most values-aligned.

Our team rapidly assessed the company and made recommendations for which areas of growth to focus on, based on what would best support wholistic wellness. Coaching sessions from JumpScale, in addition to referrals to practitioners with deep expertise in challenge areas, were used to help the founders navigate the company's growth process. Ongoing re-evaluations enabled course corrections over time.

The result was a smoother, faster, and more nimble approach to scaling the company in a healthy and values-aligned manner.

Tell us about your scaling issues, and explore how JumpScale can help you strategize and execute more effective and values-aligned plans for growth.

## JEDI FOR ORGANIZATIONS

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In 2020, organizations and investors across the United States renewed and increased their commitments to justice and diversity. Given JumpScale's expertise in this area, a variety of companies from leadership consulting firms to baby food companies have sought out our services for assistance in assessing and improving their Justice, Equity, Diversity, and Inclusion (JEDI) efforts.

For two clients, the ongoing crises of police violence against Black Americans was a top concern and their leadership teams wanted to ensure company culture authentically prioritized justice and diversity. JumpScale customized our assessment process to focus on these dimensions of company culture and the lived experiences of company stakeholders.

Our thorough intake process helped us understand priorities and develop an iterative organizational learning process with a sample of diverse stakeholders including employees, advisors, and customers. After weeks of data collection, we reviewed the results with the leadership team and facilitated a leadership reflection process. This supported a dramatic shift in their understanding, of JEDI and supported an action planning phase.

Through this journey, JumpScale helped clients identify and appropriately prioritize concrete, specific recommendations. As one company executive shared, "I appreciated the power, insight, knowledge, calm approach, and also hard truths that JumpScale was able to provide."

Speak with us today to learn how JumpScale supports transformational change at many levels.