

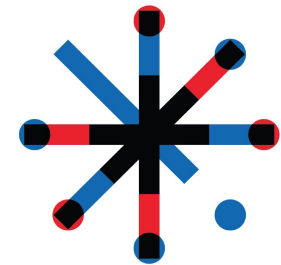
# Policy Plan THINK Foundation 2020-2023

## VISION AND MISSION

Traditional leadership mindsets, styles and ways of working are not suited to cope with the speed, volatility, complexity and ambiguity of our new operating environment. Leadership in these fast-moving times requires nothing less than a wholesale shift of our mental models, a step change in collaborative engagement and the ability to collectively envision the futures that we want to create. We need leadership that shapes and leads the changes underway with creativity, empathy and stewardship to get us to a level of solutions that matches the problems we face. Big ideas powered by big hearts. We call this Creative Leadership.

We gave our dream a name: THINK. Taking the “I” out of THINK gives us the humility and license to catalyze change without ego. THINK’s mission is to accelerate the development of Creative Leaders from across sectors to create ground-breaking solutions for the world’s most pressing challenges. We believe the best way to navigate and thrive in complexity is to be a continuous learner. As the American philosopher Eric Hoffer said, "In times of change, learners inherit the earth, while the learned find themselves beautifully equipped to deal with a world that no longer exists."

THNK went live in March 2012. In the years following we have built THINK as a reputable school teaching leadership, innovation and system change through our flagship Executive Program and our tailor-made custom programs for companies and organizations around the world. We have built partnerships with renowned educational organizations such as Stanford, Berkeley’s Haas School of Business and UCLA. We have also partnered with other organizations such as the World Economic Forum, Burning Man and the Museum of Tomorrow.



— THINK —  
FOUNDATION

THNK equips leaders with the skills, tools and mindsets needed to navigate complexity, uncertainty and ambiguity. That time is now. These are challenging times for all of us, and creative leadership is in demand now more than ever.

To achieve our mission, we need to be able to support leaders in the geographies, sectors and demographics that determine the fate of the 21<sup>st</sup> century. In many cases, those leaders do not have the funds needed to join THNK. The THNK Foundation seeks to close this gap.

## THNK FOUNDATION PURPOSE

The purpose of the foundation is to offer THNK's educational programs and content to creative leaders who otherwise would not have access to these programs. THNK foundation allocates grants to labeled projects of THNK Social Enterprise BV, set about in joint agreement with the board of THNK Foundation, benefactors and THNK Social Enterprise BV.

THNK Foundation attracts and maintains investments/donations by institutional funds, private persons, corporations and governmental institutions.

The foundation aims to:

- grant scholarships for individuals who have a high potential to create a positive societal impact;
- allocate grants for organizations who have a high potential to create a positive societal impact;
- allocate grants for the development and execution of programs for specific disadvantaged target groups or regions;
- contribute to an endowment whose investment returns can be used for any or a combination of the above.

## THNK FOUNDATION VALUES

### LEAD WITH HEART

We bring humanity, compassion and purpose to everything we do.

### PLAY AT THE EDGE

We are relentless learners seeking growth and possibility.

### DESIGN FOR MAGIC

We craft journeys to delight and transform.

### FUELED BY OUR DIFFERENCES

We embrace contrasting perspectives and challenge our own.

## 3 YEAR FUNDRAISING GOALS

*By 2022 we would like to have established the minimal funding of 1,5 million Euro per year.*

In the run-up to THNK's 10-year anniversary we would like to realize structural funding in order to be able to, amongst other things:

- To create an active and participatory community of benefactors and stakeholders who care about the work of THNK and want to make a difference

- Connect and activate through partnerships: THINK wants to inspire and motivate people, companies and organizations to invest time, energy, knowledge and influence
- Build out the Scholarship Fund to be able to offer 36 scholarships per year for the next 3 years
- Attract corporates to fund (cash/in kind) the annual FSTVL
- As a social investment, offer Custom Programs to organizations who aren't able to fund the programs but will greatly benefit from them

## 2020 FUNDRAISING ACTIVITIES

- Attract core funding to set up fundraising activities
- Find a launching partner for our Scaling Social Impact program
- Establish the scholarship fund
- Collaboratively develop a plan for THINK's 10-year celebration in 2022

## MANAGEMENT OF FUNDS

THNK Foundation is not-for-profit. The capital of the foundation is constituted by subsidies, gifts, contracts, legacies, donations, dividends from donated investments, capital acquired as an heir and any other income of whatever nature. THINK Foundation will make a financial statement publicly available on its website [thnkfoundation.org](http://thnkfoundation.org) within six months after closing the book year.

## THNK FOUNDATION BOARD

THNK Foundation is proudly represented by a board who are entrusted with the management of the foundation and determining the policy of the foundation. Board members do not receive financial compensation other than the reimbursement of reasonable expenses. Board members are appointed for a maximum period of three years and can be re-appointed for two subsequent periods of three years.

## RELATIONSHIP WITH THNK SOCIAL ENTERPRISE BV

THNK Foundation and THNK Social Enterprise are independent legal entities. The purpose of THNK Foundation is to offer THNK's educational programs and content to Creative Leaders who otherwise would have no access to these programs. THNK Foundation allocates grants to labeled projects of THNK Social Enterprise BV, set about in joint agreement with the board of THNK Foundation, benefactors and THNK Social Enterprise BV. THNK Social Enterprise will contribute to the aims and objectives of the Foundation by giving a charity discount.