



State of the field

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Overarching Framework developed in research

01 Designing an impact management approach

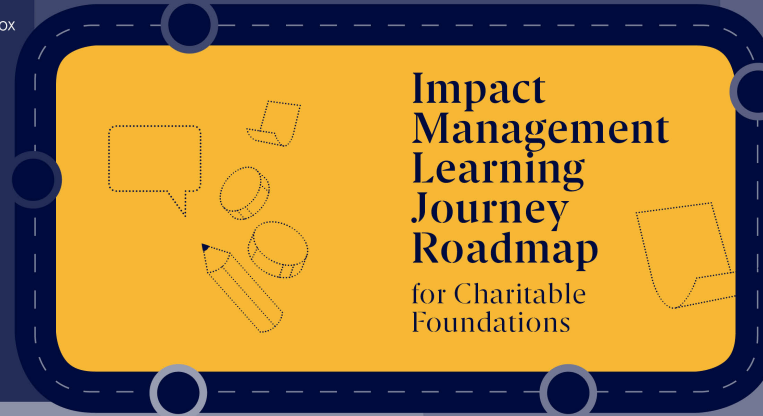
-  Clarity of impact goals and purpose
-  Moving from an audit to a learning mindset
-  Engaging with stakeholders
-  Determining level of impact
-  Choosing social impact measurement toolbox
-  Integrating grantmaking, venture philanthropy, and impact investment approaches
-  Rigor, proportionality, and attribution
-  Including a shared measurement agenda -across funders and sectors
-  Re-iterating, course-correcting, and growing in confidence

02 Resourcing and organizing for impact management

-  Resourcing impact management
-  Organizing for impact management
-  Busting silos

03 Embedding impact management through organizational culture



-  Ensuring that the Board and C-level lead the process
-  Spreading an impact mindset in the organization
-  Moving towards a shared learning approach with grantees
-  Becoming a learning organization



05 Collaborating, sharing knowledge and being transparent to support impact management

-  Developing joint initiatives
-  Engaging in honest and frequent sectoral exchange
-  Leveraging data and technology

04 Building internal and external capacity to manage impact

-  Building staff capacity
-  Building grantee capacity