

talentTtrust

Engaged businesses **Stronger non-profits** **Thriving communities**

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About TalentTrust

PRESIDENT'S
VOLUNTEERISM &
PHILANTHROPY
awards



Our vision is to create a nation of active, skilled volunteers sharing their talent to uplift and deepen the impact of non-profits.

We want to strengthen nonprofits and their impact through **skills-based volunteering.**

Who we are



We are a registered charity with IPC status.

We bridge skill gaps in non-profits by harnessing business expertise. We help non-profits tackle their most pressing strategic challenges to deepen their impact in the community.

We provide end-to-end project management, focused on upskilling and building organisational capabilities.

Why Skills Based Volunteering



**Limited
access to
crucial
talent**

Non-profits lack the
resources to hire
specific expertise
needed

**High
turnover in
the sector**

Particularly within
first 3 years of joining
the non-profit sector

**The role of
non-profit
leaders is
increasingly
complex**

Digitalisation, ESG and
enhanced regulatory and
governance standards

Our non-profit partners



**Early or
Growth
Phase**

25% between 0-5 yrs
26% between 11-20 yrs

Small

58% have fewer than 10 staff

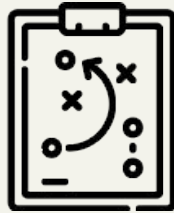
**<\$500K
annual
revenue**

33% less than \$500K
49% less than \$1M

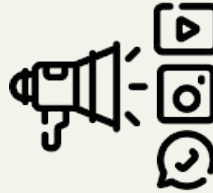
“ Capacity building is whatever is needed to bring a nonprofit to the next level of operational, programmatic, financial, or organizational maturity, so it may more effectively and efficiently advance its mission into the future.

A Network Approach to Capacity Building (National Council of Nonprofits)

Common Challenges



Strategic
Planning



Branding and
Marketing



Digitalisation



Human
Resources



Operational
Planning and
Processes



Fundraising &
Revenue Generation

Our Programmes



Accelerator

Flagship programme with **customised teams** of senior business leaders selected to match the strategic challenge of the non-profits.

Structured and collaborative model with volunteers **journeying alongside non-profit leaders for 6-9 months.**

Tailored mentorship, strategic insight, and practical tools for skills transfer and capability building.



Masterclasses

Structured, **bite-size learning** and capacity building to address common challenges faced by most nonprofits, regardless of maturity.

Senior business and non-profit leaders join together to deliver interactive workshops, sharing expert skills and a wealth of knowledge.

Ready-to-use templates that can immediately apply within their organisations.

Not just building skills - building a strong network of change makers.



500

Corporate volunteers
engaged



280+

Non-profit partners
engaged



8300+

Volunteering hours
contributed

Skills Based Volunteering Builds Social Capital



Enabling access to senior business leaders & crucial expertise



01

Bridges Sectoral Silos

Creates rare opportunities for cross-sector collaboration between nonprofit leaders and senior business leaders, fostering mutual understanding and innovation.

02

Unlocks Strategic Networks

Nonprofit leaders gain access to influential networks—often out of reach in their day-to-day work, opening doors to new partnerships, and funding sources.

03

Enables Skills Transfer

Business volunteers share valuable tools, frameworks, and insights.

04

Strengthens Organisational Resilience

With greater access to senior leaders and their expertise, nonprofits are better positioned to navigate complex challenges

STAR Programme Accelerator Project



TalentTrust was engaged by Octava Foundation to support SHINE Community Services.

Audience Analysis Identified the value propositions for each key audience.

Messaging Framework Tone, keywords, and messaging angles.

Engagement Strategies Recommended touchpoints and communication channels.

Mock Pitch Session SHINE team applied their learnings in a real-world scenario.

Creating an intentional space for strategic thinking



**Creates
Dedicated Time
for Strategy**

**Brings an
Outside-In
Perspective**

**Breaks the Cycle of
Firefighting**

**Provides a Thinking
Partner in a Safe
Space**

**Encourages
Accountability**

**Builds Strategic
Capacity**

Creating enduring relationships



29 TalentTrust volunteers have gone on to join Boards or Board Committees.

Catalyse corporate partnerships with the volunteer's employers and the non-profit.

Project teams stay connected for years after project completion.



From our non-profit leaders



100%

Indicate an increase in **access to a community of support and external skills** to help their organisation achieve its mission.

87%

Indicate an increase **access to resources** (e.g. tools and templates) to achieve their organisation's mission.

73%

Indicate that their **business skills and knowledge** in leading their organisations have increased.

Building Human Capital for Business



Fostering employees soft skills



- Empathy
- Listening
- Collaboration
- Agility & Adaptive Leadership
- Communication



Bloomberg

Since 2019, 60+ employees have enhanced their skills by volunteering with TalentTrust.



“

This project reinforced the importance of coaching and leadership in a way that's supportive rather than directive. Guiding others to find their own solutions and helping them refine strategies is not only rewarding—it's impactful in both volunteering and workplace settings.

SUMMER BAE

Director of Banking Strategy and Climate
Bloomberg NEF

Reimagining leadership development



Broadens Leadership Perspectives

Exposes leaders to new challenges and perspectives, outside of their company fostering adaptability and innovative thinking.

Enhances Problem- Solving Abilities

Partnering with non-profit leaders to co-create solutions to strategic & operational challenges in resource-constrained environments

Develops Cross-Sector Collaboration Skills

Placing emerging leaders on nonprofit projects with diverse volunteers outside their industry cultivates partnership and collaboration skills.

MoëtHennessey



MHElevate - A 7-month APAC wide program to support the leadership journey of female talent who have shown exceptional potential, culminating in an action-based skills-based volunteering capstone project for meaningful community impact.

- Gained Insights into Nonprofit Challenges
- Future commercial leaders identified through their ability to influence and lead

From our volunteers



72%

Indicate that they have been able to improve their **listening and mentoring** skills.

81%

Indicate that they have been able to **adapt their skills** to solve problems.

91%

Indicate that they have been able to **collaborate with people** outside of their sector.

Key Insights and Learnings



Key Insight #1

Cross industry teams
broaden perspectives
and spark creativity

Volunteer teams solely
from one company can
**mirror organisational
hierarchies and “ways of
thinking”**, limiting
perspectives.

Cross-industry teams bring
diverse viewpoints that
fosters cross-learning and
innovative problem solving.

Key Insight #2

Learning is a
two-way street



**Non profit leaders
provide just as many
leadership lessons as they
receive** - lessons in
humility, and
purpose-driven leadership.

Volunteer Spotlight

Journeyed alongside Elysa Chen (Executive Director, Campus Impact).



“

Working with Campus Impact over the past 12 months has been both a professional and personal learning journey. It has caused me to reflect on what I do in my own life, and I am now focusing on mentoring younger people at work helping them to set up their career path.

TalentTrust Mentor
MD, accounting firm



Key Insight #3

Even senior business leaders doubt their ability to help

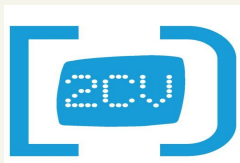
Most seasoned professionals **question how their expertise translates to the nonprofit world,** wondering if their skills truly make an impact.

Key Insight #4

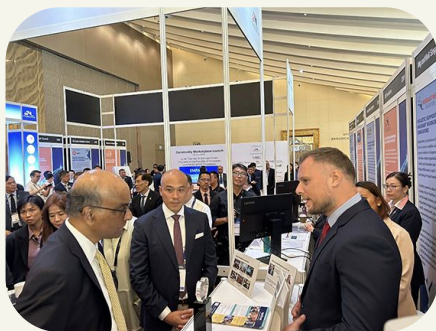
Intentionally designed skills-based volunteering programs creates lasting impact for nonprofits and businesses

When structured well, SBV becomes **transformative rather than transactional.**

It shifts volunteerism to more immersive learning experiences that place emphasis on collaboration with community organisations.



Giving back through skills based volunteering



Getting started with SBV Two employees joined as individual volunteers.

Gap in Market Research Both nonprofits needed this expertise.

Transforming 2CV volunteering expanded to the entire company, carving out a unique approach to serving the community.

Meeting the President 2CV's efforts were highlighted at the SBF Foundation Community Marketplace Event in 2024.

“

Skills-based volunteering isn't just about giving back - it's about mutual learning and growth.

