

We are StreetInvest Inc.

Who we are

A social enterprise which delivers
**tailor-made trust building
programmes** for the **virtual
workplace**

Our Mission

To enable organisations, teams and individuals to build strong relationships of trust that allows them to grow and thrive

Why we are here

COVID-19 has underscored and driven insurmountable challenges in the workplace



Disconnected, frustrated teams	Decline in innovation
Isolated staff	Low productivity
Poor mental health	Decreased sales

At the root of these challenges is the breakdown in relationships of trust between individuals, groups or communities.*

The value we bring



StreetInvest's 12 years of experience building trust between adults and street-connected children



Our team's business experience of transforming corporate culture

We deliver tailor-made trust building programmes, specifically designed for the virtual workplace.

The result is a culture of empathy and authenticity, enhanced communication, a strengthened team and increased productivity.

* [FT, 2020](#); [HBR, 2020](#); [EY, 2020](#); [Deloitte, 2020](#); [KPMG, 2018](#); [PwC, 2015](#)

Our trust building programme



Engage

Using our **Trust & Wellbeing Diagnostic Tool™** to provide you with data driven team and organisational insight

1:1s to understand the depth and complexity of the different challenges that are faced



Build

Co-design of the trust programme underpinned by our **people-centered principles & reflective process**

Tailored participatory training and workshops. These range in length and scale depending on client requirements



Sustain

Peer-to-peer coaching programme to enable change at an individual and team level

Strategic support to help embed the trust change within the organisation

Ongoing use of **diagnostic tool** to track trust development

Engage: Trust & Wellbeing Diagnostic Tool™

Developed by experts specifically for an **organisational** context that allows trust & wellbeing to be tracked

Quick diagnostic (2 sets of 10 questions)

Highly customisable, resulting in a tailored programme based on organisational context and trust and wellbeing levels

Easily understood diagnostic, for use and analysis by client

1. Please indicate how willing you are to engage in each of the following behaviours with with your team as a whole by indicating a number from 1 to 7.

[More Details](#)

■ 1 - Not at all willing ■ 2 ■ 3 ■ 4 ■ 5 ■ 6 ■ 7 - Completely willing

Rely on your team's task related skills and abilities.

Depend on your team to handle an important issue on your behalf.

Rely on your team to represent your work accurately to others.

Depend on your team to back you up in difficult situations.

Rely on your team work-related judgements.

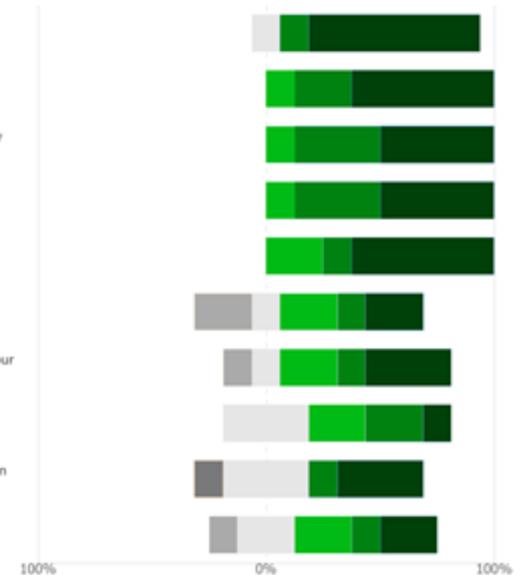
Share your personal feelings with your team.

Discuss work-related problems or difficulties with your team (that might potentially be used to your...

Confide in your team about personal issues that are affecting your work.

Discuss how you honestly feel about your work, even negative feelings and frustration.

Share your personal beliefs with your team.



Build: Trust in the workplace example workshop

This is an example of what a 6-8 hour training could look like. All of our courses draw upon principles of reflective practice, humanistic psychotherapy, coaching, and rights based approaches.

Part 1

Where we begin: understanding our perspectives

Time: 120 mins

Learning objective: understand how perspectives shape our views and behaviours in the workplace

Theory: Daniel Kahneman - Cognitive bias, Kolb's reflective practice

Outputs:

Common language for trust
Common language for reflective practice

Part 2

Explore: what is trust and how do we build it

Time: 120 mins

Learning objective: identify what trust means and how we build it in our teams

Theory: Affective and cognitive trust, Client centered therapy

Outputs:

Identification of the qualities & behaviours of high trust relationships, and understanding how they differ and change over time
Identifying the challenges currently faced

Part 3

Practice: how we can implement these principles?

Time: 120 mins

Learning objective: apply the principles of building trust and reflect on our workplace practices

Theory: Coaching, reflective practice, the T model of coaching

Outputs:

Exploring specific challenges faced by individuals
Roadmap of how to build a high trust environment

Housekeeping – this session relies on principles of maintaining safe space and facilitating challenge, zoom functionality

Sustain: Peer to peer coaching

The solution

- We offer a tried & tested **peer-to-peer coaching programme**, embedding the values and principles identified in the trust training.
- We equip you with the **support and tools to own the programme so that it can become self-sufficient**.

The impact it will have

Build a sense of connection within a team

Develop strong working relationships

Foster open communication

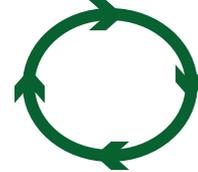
Create safe spaces for constructive conflict

The peer-to-peer coaching model

(one problem-sharer, two/three listeners)

1. Share - 5 mins

The problem-sharer talks for five minutes about an issue with the others listening.



4. Feedback - 5 mins

The problem-sharer is able to ask clarifying questions and consider actions moving forward in light of what they've heard.

2. Question - 5 mins

The listeners ask questions to further their understanding of the context and the issue.

3. Listen - 5 mins

The listeners then discuss what they've heard, the problem and possible actions.

Suggested timeline for end to end programme

Running **T&WB diagnostic tool™** and 1:1s to understand challenges in the team or organisation.



Delivering a series of targeted and specific workshops and training to build trust.



Identification of team members to become **team trust leaders**. These individuals will receive **training and support** to lead the programme, with StreetInvest Inc. stepping back gradually.



Continuation of peer-to-peer coaching circles **led by your team**.
Continuous use of the T&WB tool™



Month 1

Month 2

Month 3

Month 4

Our people



Duncan Ross
Co-founder & CEO

- 30 years' experience in the finance industry culminating as a Managing Director of JPMorgan Chase.
- 15 years' experience in the not-for-profit sector supporting street-connected children.
- StreetInvest trainer & facilitator.



Grace Keisner
Development Director

- Joined StreetInvest first in 2012, and returned in 2020 to lead StreetInvest Inc.
- Entered TeachFirst and taught in London schools for 3 years.
- Joined PwC as a Management Consultant from 2016-2019, with a specific focus on building resilient teams.



Alan Carter
Head of Training

- Over 20 years experience as a Teacher and Adult Teacher Trainer.
- Joined StreetInvest in 2014 as Head of Training.
- Supporting StreetInvest Inc. to translate their expertise of building trust to that of the workplace.



Ileana Boyes
Behavioural Insight Manager

- Joined StreetInvest in 2020.
- Background in business psychology and behavioural science helping organisations develop and get the most out of its people.
- Worked in early careers at Freshfields in HR from 2015-2019.

What our impact looks like at Education First



The Trust in the Workplace training was invaluable for our team: through it we developed a language to be able to talk about our challenges.

The coaching model enabled us to highlight and tackle issues that had been present in the team for years.

*Technical Lead,
Education First*

What distinguishes US



We offer 30 years of experience building trust informed by the latest organisational research and private sector experience



We provide the richest insight and most tailored solutions



We deliver participatory, experiential learning which enables deep and long term behaviour change



We invest all profit into our charitable work building relationships of trust with street-connected children

Thank you

For more details on the offer and our programme,
please contact Grace.Keisner@streetinvest.org or go to
StreetInvest.org