

LEADERSHIP CHANGES AT STiR

April 2020

I wanted to write personally to let you know about some global leadership changes at STiR, and an evolution in my role.

Firstly, we're very sad to announce the departure of Tomos Davies, our Chief Operating Officer. This is a big loss for STiR, and we'd like to thank Tomos for everything he's done to increase our organisational maturity and professionalism over the past three years. Tomos is moving to become Chief Operating Officer at Frontline, a UK charity working to transform the lives of vulnerable children by recruiting and developing social workers, and he will take up this role in mid-May.

We have decided not to replace Tomos directly. Instead, we are pleased to welcome Philip Rand as a part-time COO from this month. Philip is a current member of our Finance Committee with more than 30 years of global finance experience, and will provide support to our Global Finance, Administration and Operations teams.

We have also promoted Jenny Willmott, our Uganda Country Director, to the role of Senior Director of Programme Delivery. Jenny is currently on maternity leave, but her new role will oversee our portfolio of existing and new countries to ensure consistent programme quality, strong government relationships and support for our global team. Jenny will continue to be based in Kampala.

We're pleased to announce promotions to full Director level for Nithya Gurukumar (Director of Donor Partnerships), Rein Terwindt (Director of Monitoring, Evaluation and Research) and John McIntosh (Director of Design and Programme Readiness). This ensures parity across the Global Leadership Team and reflects the importance of these central functions as we grow into new countries and build a truly 'glocal' organisation that balances appropriate country autonomy with global consistency.

I also wanted to share a personal update. In recent months, I've had some honest coaching discussions with the Board around my own role at STiR. As we expand to new countries and deepen our partnerships with governments, our organisation is becoming increasingly mature and complex, and will need a greater focus on internal management and consistency. As you know, I am personally more energised by the external relationships and entrepreneurial side of our work, which play better to my strengths. I've also always been highly conscious of the risks of "Founder's Syndrome" in our sector, and want to ensure that I put the needs of the organisation above my own emotional attachment.

I am therefore planning an evolution into a Founder & President (Senior Advisor) role at STiR, supporting a new CEO to be recruited externally in the coming months. I will continue to support the organisation to open new doors, develop and deepen our existing external relationships, and ensure that we stay true to our values. Over time - once my successor is in place - I intend to decrease my involvement in day-to-day activities to approximately one day per week, allowing for a gradual and stable transition. This approach is also in line with the [growing evidence](#) around what makes Founder successions effective.

In a personal (non-STiR) capacity, I want to use the free time this releases to develop new entrepreneurial solutions around how we can use intrinsic motivation to solve some of our most important social problems, through a new social Lab - Intrinsic Labs - that I will be setting up. It follows the interest I gained in this field while writing a book around the wider topic of intrinsic motivation in modern life, which is being published by Hachette next year.

It has been an incredible, winding adventure leading this organisation and I'm so proud of everything that we've achieved - from 25 teachers in Delhi in 2012 to more than 200,000 today across India and Uganda, and with imminent expansion into two new geographies. And I'm excited to continue to be part of this journey into the future, in support of our outstanding leadership and wider team. But this feels like the right time to take this step, and find an amazing new CEO to lead us on the next stage of our journey.

We'd love to hear if you know anyone who might be suitable for the CEO role. We are currently in the process of selecting an external search firm and will share any leads with them.

Thank you so much for your ongoing support of STiR - I'm really looking forward to continuing to work together throughout this period, and of course as my role evolves in the future.

Best wishes and I hope to speak again soon.

Sharath Jeevan

A handwritten signature in black ink, appearing to read 'S. Jeevan', with a long horizontal stroke extending to the right.

CEO, STiR Education



OUR GLOBAL LEADERSHIP TEAM

Sharath Jeevan, Founder and President

Sharath founded STiR in 2012. He received his MBA from INSEAD and was awarded an honorary doctorate for his contribution to global education. He now serves on the Education Commission's workforce group – the pre-eminent institution chaired by the UN's Gordon Brown.



Philip Rand, Chief Operations Officer

Philip oversees STiR's finance, administration and operations teams on a part-time basis. He is an international businessman with more than 30 years' experience in both finance and operations in developing countries.

Jenny Willmott, Senior Director of Programme Delivery

Jenny oversees our programme delivery across all geographies. She previously served as Chief Operating Officer at Scholé, an international education management company working across East Africa, and at other NGOs in Uganda and the UK.



Rein Terwindt, Director of Monitoring, Evaluation and Research

Rein heads STiR's M&E efforts as well as its expansion strategy. He has also worked with the United Nations Global Compact and has coordinated and evaluated education interventions in Botswana, Cameroon and Malawi.

Nithya Gurukumar, Director of Donor Partnerships

Nithya heads STiR's Strategic Communications and Donor Partnerships. She previously established and led the first cohort of partners for the Teacher Development Programme at Dream a Dream in India, and was legal counsel for Sasken Technologies.



John McIntosh, Director of Design and Programme Readiness

John oversees the design of STiR's programmes for teachers and government officials. He has worked as a teacher trainer and an advisor to professional development programmes in India, Sri Lanka, and China.

Anamika Srivastava, Director of Finance and Administration

Anamika leads STiR's finance and administration teams. She has worked with NGOs like Nutrition International, the UN Office on Drugs and Crime, and the International Centre for Genetic Engineering and Biotechnology, as well as with Sony India Ltd.



Shalini Sharma, India Country Director

Shalini leads our programme in India. She previously worked on the Systemic School Improvement programme for the Adhyayan Foundation, where she was instrumental in the execution of the School Development Index, and held roles at the Azim Premji Foundation & University.

Jess Talbot, Uganda Country Director

Jess leads our programme in Uganda. She previously served as Managing Director at Scholé, an international education management company working across East Africa, and as well as leadership roles at several education NGOs in the UK including Challenge Partners.

