

THRIVERR

FOR Rural BY Rural



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Dakota Resources is a certified CDFI and an equal opportunity provider and employer.

Pilot Concept with Inland NW Partners

Background: Thriverr is a network of rural community leaders hosted by Dakota Resources. It is built on the premise that our ability to help our individual communities thrive rests on our ability to connect and learn from each other.

Thriverr SOLO: We currently offer Thriverr SOLO memberships to individuals across the country. With an introductory price of \$249, participants receive access to:

- The resources and discussion boards in Thriverr
- A private “space” within Thriverr
- Monthly Thriverr LIVE Zoom events.

Thriverr PLUS: We also offer Thriverr PLUS memberships to organizations in South Dakota. With their \$1,500 annual membership, participants receive access to all of the above, plus multiple log-ins, in-person events, and virtual facilitation activities that we refer to as Cohorts and Coaching.

Cohorts and Coaching: Through our Thriverr Network, we’ve begun using a Cohort process and group Coaching to help activate learning. The following are two examples:

Following our Supporting Entrepreneurship Gathering, some participants joined a Cohort that helped them launch a project they identified during the 2-day event. The group met four times via one-hour Zoom sessions. They shared details about their proposed project, asked questions, and received feedback from other participants. Participants also made use of a private “Space” within Thriverr for internal communications between virtual sessions.

Following a Thriverr LIVE session titled “Better Board Onboarding,” several Thriverr members joined two group coaching sessions as they attempted to rework their onboarding practices for new board members. In the first session, participants were asked to answer six questions and talk about their current practices. This led them to identify the first step they would take to rework their onboarding processes. In the second session, participants return to share the outcomes of their efforts and ask questions.

What's the difference between Cohorts and Coaching: The short answer is not much. In both instances, we try to help participants learn from each other, name their action steps, and receive support from a coach who helps facilitate the conversation. The cohort process differs slightly in that it focuses more on learning from each other, while coaching is more “coaching” centric.

Our Pitch

We are proposing a pilot project with Inland Northwest Partners that would bring together to experience Thriverr experience along with a single Cohort or Coaching process that helps them solve an issue.

Here's how it would work:

- A small group of individuals would join a cohort experience on a topic to be determined.
- The cohort would kick off with some virtual training on a topic.
- Participants would put their learning to work through a project in their community.
- Participants would agree to participate in approximately 4 virtual sessions.
- Participants would have access to Thriverr during the period of the cohort (up to 6 months).
- Participants will use a private space in Thriverr to communicate with other cohort participants.
- Participants would agree to share what they have learned and accomplished with their project with others on Thriverr.

What will our Cohort or Coaching project look like? Developing a cohort begins by identifying the “thing” that community leaders want to work on. What's the problem they need help with? Maybe it's developing Key Performance Metrics. Maybe it's improving their Business Retention and Expansion Program. Or maybe it's around Building Better Funding Models. It starts by answering, “What's the problem they want help with, right now?”

Once this question is answered, we can identify what learning needs to take place and what process would work best.

Next Steps: We invite you to begin by answering the question, “What problem do people want help with right now?” Ideally, you will identify several needs because we anticipate that not every topic will fit well into a cohort learning experience.

Once identified, let's gather for a meeting to clarify questions and begin to design the cohort experience. We will then take what we learn and create details for the experience, including costs.