"Team4Tech's volunteer training prepares Team4Tech Fellows for the project but also ensures they will have profound and lasting growth. We trust Team4Tech because their local nonprofit partnerships are so impactful, which also makes the Fellows' experience more meaningful. Team4Tech really understands the needs of the nonprofit partner, and each new project builds on the work of previous teams. Team4Tech delivers long-term value to all of the stakeholders, and that is unique."

KIM KERRY-TYERMAN, SENIOR MANAGER, BRAND PURPOSE, ADOBE

ADOBE'S PRO BONO INITIATIVE GOALS AND METRICS

Support nonprofit partners in building capacity.

100% of nonprofit partners report the pro bono project amplified their impact and/or increased their effectiveness.

Increase employee engagement.

95% of employee volunteers report that participating in the pro bono project influences their desire to continue working at Adobe.

Provide employee development opportunities.

100% of employee volunteers gain or enhance skills which they will use in their job.

Adobe is a leader in corporate responsibility, with a focus on youth creativity and community. Adobe's Pro Bono Initiative is at the intersection of these areas, with the dual goals of building capacity for nonprofit partners while giving employees an opportunity to develop skills that are relevant to their work.

Adobe's partnership with Team4Tech has enabled employees to participate in life-changing pro bono projects working with local nonprofits to help advance the quality of education in developing countries. Since 2015, more than 40 Adobe employees have been selected as Team4Tech Fellows, dedicating more than 5,000 hours of pro bono consulting in Cambodia, South Africa, Rwanda, Vietnam, and Malawi.

Team4Tech projects have a long-term impact on Adobe employees and local nonprofit partners.

The Adobe Team4Tech Fellow's experience begins with an application process and a development discussion with their manager. Interest in the program is significant, and only 8% of employees who apply are accepted. Once a diverse team of Adobe employees has been chosen from different functions and regions, they embark on eight weeks of leadership development training using a human-centered design process to understand the nonprofit partner's needs and to prototype technology solutions and training.

After the eight weeks of training and preparation, the team is on-site for one to two weeks to implement their solutions. As they work with the local nonprofit staff to provide training, they practice key leadership capabilities such as collaboration, communication, and building inclusivity. Because the local environment might present unplanned obstacles, such as intermittent access to the internet or electricity, the team may need to iterate on their original solutions.

These challenges allow Fellows to practice a growth mindset and decision-making under ambiguity and learn from the experience through nightly reflections.

Once the team returns, they share insights through presentations to engage other Adobe employees and have discussions with their managers about the experience in the context of their development plans.

> **"I loved how the program was structured. It was very well thought out. The pre-project preparation was fantastic and laid the foundation for a well-executed on-site effort. The evening reflections really helped us become a cohesive team and process our observations and even our vulnerabilities."**
>
> FRANCIS GOGOI, ADOBE TEAM4TECH FELLOW, CAMBODIA CHILDREN'S FUND PROJECT

SOCIAL IMPACT: ADOBE EMPOWERS YOUTH IN CAMBODIA WITH THEIR TEAM4TECH PROJECT

Adobe Team4Tech Fellows helped implement a computer lab and taught workshops on digital literacy and project-based learning to support CARE Cambodia's Know and Grow program. The program works to empower nearly 3,000 youth, half of whom are marginalized ethnic minorities. As a result, students are now publishing a digital magazine using skills they learned in the program, and as families in the community have seen the increase in teacher capacity and technology access, school enrollment has increased 4X.

About Team4Tech

Team4Tech partners with companies to engage employees with global social impact projects that offer immersive leadership development. Through Team4Tech projects, corporate volunteers help build nonprofit capacity through technology solutions and training.

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