

### FACILITATORS NOTES:

Begin your time with prayer – asking God to bless your time and sharpen your team’s ability to apply these principles to their situations. Note: If your team is larger than 6 or 7, you may want to divide up for the discussion part of the training so that everyone has the ability to participate.

### DISCUSSION OBJECTIVE:

In this session, participants will identify the ways to build a trust-based culture.

### SET UP THE CLIP:

In this clip, we will be learning from Jessica Jackley. [Read aloud the bio on the right.] From the start, KIVA has been a flat organization – built around trust and mission. Let’s watch the clip.

### TEAM DISCUSSION QUESTIONS:

1. Jessica said, “We believe that people want to do good, you just have to give them an easy way to do so.” With your team, identify ways you can build trust and provide people an easy way to do good.
  - On your team
  - In your organization
2. The Kiva culture is built around the platform of trust – from their leaders, to their employees, to their partners, to their lenders.
  - a. As a team, identify ways that trust is built in your organization.
  - b. Next, identify ways that distrust could be building in your organization.
  - c. What is one thing you can do to eliminate distrust in your sphere of influence?



### ABOUT THE SPEAKER:

Jessica Jackley is the co-founder of KIVA.org, the world’s first peer-to-peer online microfinance lending website which allows individuals to lend as little as \$25 to specific entrepreneurs, providing capital to help them start and expand a small business. On average, \$100,000 is loaned on the KIVA website every 24 hours. *The New York Times Magazine* named KIVA.org as the top idea of 2006. She is a trained yoga instructor, avid surfer and poet.