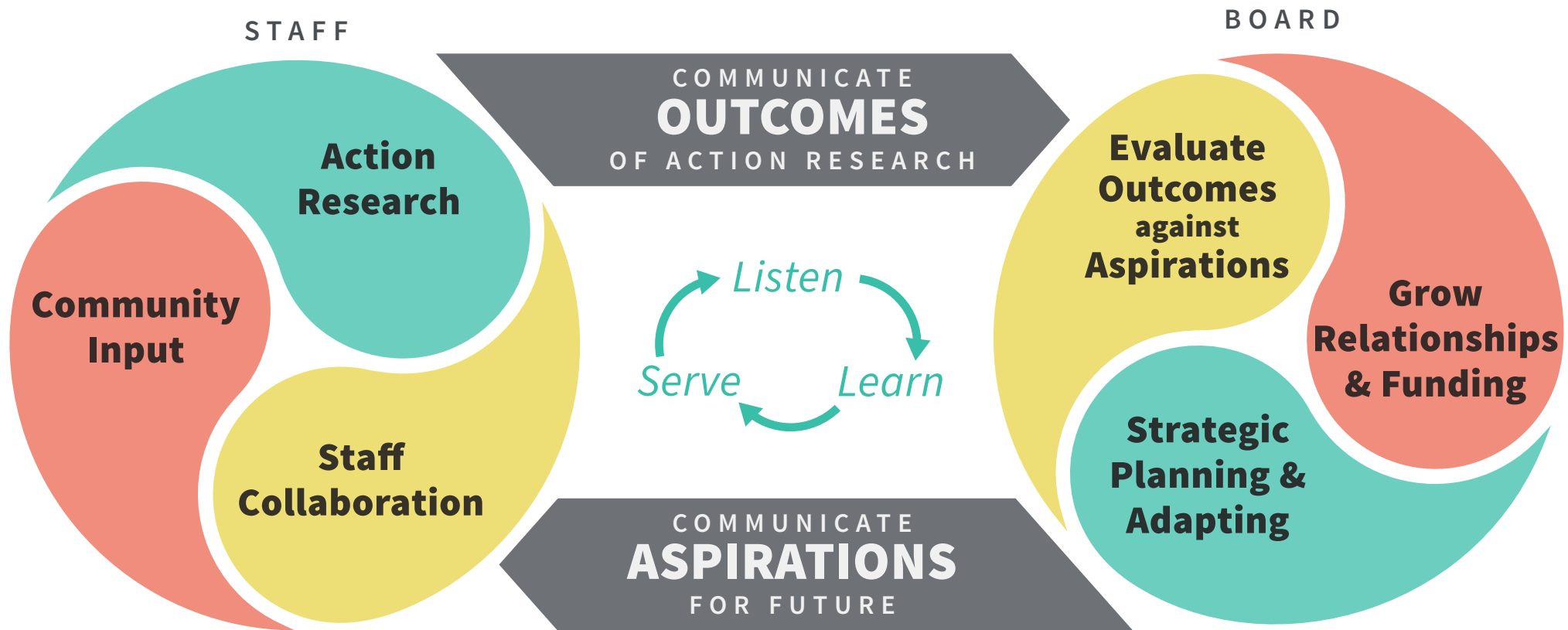


# SPARK CENTRAL IS A LEARNING ORGANIZATION



One of the keys to Spark Central's rapid success has been **our organizational culture of learning** rather than a culture of opinion.

An opinion organization imposes what it feels is best on a community, and leadership advocates for their individual opinions as the "right" opinion. In a learning organization like Spark Central, however, the way the staff works with the community (listening, learning, serving) is reflected in the way the board works with the staff (listening, learning, serving). In other words:

- **By listening to those we serve, we anticipate opportunities and emerging needs before they are fully recognized.**
- **We learn through innovative action research (experimentation), the outcomes of which inform our strategy.**
- **We lead by aspirations, rather than by operational imperatives/fears. If we focus on impact, funding will follow.**