

Impact Report

YEAR 4
2022

CONTINUED GROWTH

Celebrating LIFT Partners that are LIFTing Ireland's Leadership

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Anne Heraty

Message from Anne Heraty, Chair of LIFT Ireland

Over the course of my career, I have frequently been asked what I think is the key to good leadership. People hope that I can give them a magic formula that turns them into a great leader. But when I think about my own journey and the businesses that I have built and led; and when I think about people that represent good leadership to me, it strikes me that there is nothing magical about leadership. Because to me, the key to good leadership is nothing more than being a person that other people choose to follow.

I know that that is not a groundbreaking statement. But I use the phrase 'choose to follow' deliberately. Nobody can demand that others follow them. If I drag people with me then as soon as I release them, they will go in a different direction. For it to be real, people must choose to follow. And I think that this comes down to one thing: people will only choose to follow me based on the person that they see. Leadership comes down to character; behaviour; how we live our lives; and how we make our decisions. Being followed is the impact of that character, that behaviour and those decisions, and this is universal.

While I am aware that this sounds simple, there is something quite profound about it too. Leadership is often seen as the preserve of the person at the top, the captain of the ship, or the most vocal person in the room. But leadership is not about position or title or wealth or power. If we influence someone else, for good or bad, we are exercising leadership. This can happen in a boardroom, in a sports team, in a schoolyard and in our homes - every day we say and do things that can have an influence on others just as we are influenced by those around us. This is why I was so delighted this year to be asked, and to accept, the role of chair of the LIFT Ireland board. LIFT is about leadership based on character, and how each of us has the power to build that character. This Impact Report shows how, only four years after our launch, LIFT is continuing to build leadership character across the whole country - in our schools, in families, in business and in our communities. I am proud to be involved and I thank you for your continued interest.



Joanne Hession

Message from Joanne Hession, CEO of LIFT Ireland

Welcome to this, our year four impact report. In the first few years since our launch in 2018, we in LIFT Ireland were focused on developing the capabilities that would allow the LIFT process to make a difference; starting to seed LIFT into different sectors of our community; and then starting to collect evidence of the real impact that lift is having on people's lives.

We are now in a position where this incubation and launch period is complete and we have started to scale and grow. The last year has been one of incredible growth for LIFT. We have now seen over 52,000 people involved in LIFT roundtables, over 34,000 people trained as LIFT facilitators and major increases in LIFT's involvement in our schools. LIFT is now partnered with over 30% of Ireland's secondary schools. We have translated our materials into Irish (and some of them into Ukrainian). We have started pilot processes that will see LIFT being implemented across every year of the secondary school life span. And we have continued to grow LIFT among Ireland businesses and community groups.

In this, our 4th Impact Report, we have started to dig deeper, uncovering the evidence of the profound change that LIFT has made. We are committed to the continued development and growth of LIFT. We thank you all for your continued involvement and support.



We started LIFT with one person, one partner, one school, and ONE GOAL!

Today, we are a community working together to bring positive and ethical leadership to our people, our schools, our businesses, our communities, OUR HOME!

One small choice has grown into a wave of momentum for change in Ireland.

Welcome to our Year 4 Impact Report. The last year has been an incredible year of growth and impact for LIFT Ireland. Our impact report this year focuses on bringing some of that impact to life, showcasing a few of our many partner organisations and schools, to illustrate how LIFT makes a real difference. We are incredibly proud of what has been achieved so far, but we know that this is still just the beginning.

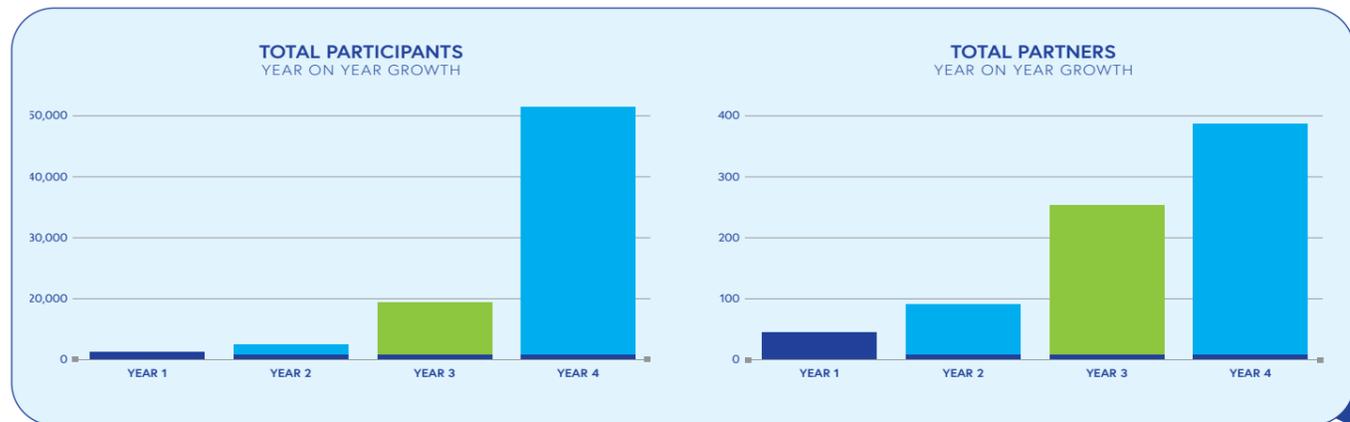
LIFT's growth over the past year has been phenomenal:

- Partnered with 388 organisations, non-profits, schools and universities
- Over 34,000 trained LIFT facilitators
- Over 52,000 LIFT roundtable participants

This represents 52,000 people taking small steps consistently, to create great change in their lives. These are changes that lead to stronger more confident leaders who are positive, ethical, determined, and resilient. People who go through the LIFT process have increased integrity, respect, empathy, and more.

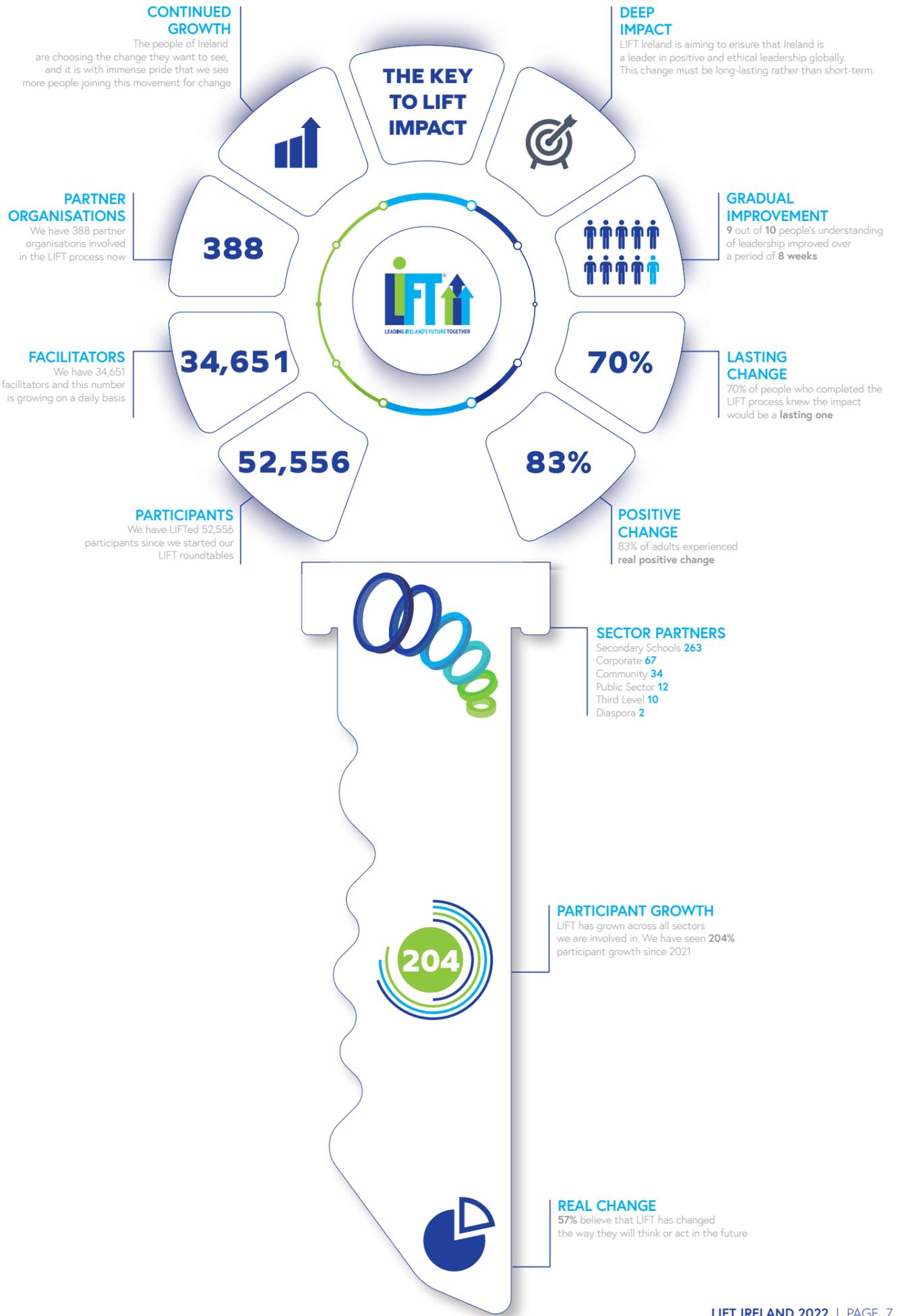
We are still at the beginning of our positive change journey but Ireland has taken the opportunity to be the change they want to see and this is all possible just one person and one change at a time.

2022 Highlights



LIFT participants have more than doubled since 2021 - 204%

LIFT partners have grown by 52% since 2021



LIFT's Ripple Effect

By making a small change, it can change the organisation



The LIFT process makes this accessible on an equal basis to every single colleague and gives them a framework to understand our values, and gives us a tool to actually transform our culture on a day to day basis.

Karen Hackett
Head of People Culture at Permanent TSB



LIFT is a great leveller. It's a very diverse group of people that come to a table to share how they are living LIFT, about their own capability from a leadership perspective. It will only have a positive impact. We have seen it, there is absolute proof, and I think it really brings a team together.

Barry Dowling, Site Director



Participants feel like they're free to communicate with me and they feel like there's no stress because I'm not there to judge them. And I think that that is one of the purposes of running LIFT, we are there to communicate and to make people better, and to let everyone see their own strengths.

Xianona Li, Covalen Facilitator



The process itself is very simple and [...] sessions can be very profound and indeed very powerful. It's a great way of encouraging retention and giving people an opportunity to be heard, be supported and feel valued.

Lars Bellman, Team Leader



How LIFTed individuals can LIFT organisations

LIFT Believes in the Power of 1

The power of a single individual to change themselves and cause a positive change in those around them. LIFT works because it is underpinned by learning theory: it focuses on regular self-reflection; small, peer group learning; cognitive effectiveness; behaviour modelling; and spaced repetition.

Although most people believe that they are self-aware, only 10-15% of people actually are (Harvard Business Review, 2018). A LIFT Roundtable is a structured opportunity to build self-awareness and enable behaviour change.



Personal impact changes experienced within corporate partners

- Better Communication
- Better Relationships
- Better Self-Understanding
- More Respect
- Better Teamwork
- Improved Motivation

LIFT works

LIFT Community Journey

Supporting communities through LIFT



I believe that in some ways, LIFT really saved us; it gave us the space and the tools to really find ourselves again. That may sound like a cliché but actually it's true.

Conor O'Leary, General Manager



DEALING WITH CHANGE THROUGH LIFT

Purple House Cancer Support service is Ireland's first community based Cancer Support Centre, founded in 1990. The service provides professional Cancer Support & Psycho-Oncology services to people affected by Cancer, supporting 1,500 families each year all across Ireland that are affected by Cancer.

At Purple House we are a caring service, but how can we care for others if we don't care for ourselves? We were so busy all the time that we hadn't been able to give ourselves the time to really understand the issues we were facing ourselves. In a sense we were floundering a little, a bit like the swan - above the surface we were serene but underneath we were not so calm. LIFT gave us the time and the language we needed to re-focus and reflect.

Our management team completed a cycle of LIFT roundtables and it was really amazing for us. There's a saying 'into me see' and we all saw into each other during the roundtables. We all knew each other from working with each other but we didn't really see into each other; where each of us was coming from, but through the LIFT roundtables we learned so much and we got to know so much more about and from each other. We got to see the depth within each other and I think the roundtables raised the levels of respect we had for each other.

And the great thing with LIFT is that it doesn't just apply here at work, but also with my family and with all of our families, because we practice the various themes at home. So now my wife will say to me 'I know you're there but are you sure you're listening?', because Listening is one of the key LIFT themes. And I know that other people said that as well - they said they could see how LIFT benefits us outside of Purple House. LIFT has been invaluable. It has really allowed us to just come back to ourselves and to grow. It was very timely for us and once you've done it you're not going to forget it. It has given us resilience and all of those things we needed during COVID, and we're delighted to have found LIFT. It's going to be something now that is part of the ethos of Purple House for volunteers and staff, that they will all be trained in LIFT.



BRINGING VALUES TO LIFE WITH LIFT

LauraLynn Children's Sunshine Home provides respite care to children with intellectual disabilities and complex care needs. It also provides residential care to a small number of adult residents with intellectual disabilities.

Lauri Cryan, LauraLynn's head of Human Resources told LIFT the fundamental driver for us in implementing LIFT originally was our values incorporated under our five-year strategic plan. We have a set of three values: compassion, collaboration and excellence - each underpinned by a number of character strengths.

It was important for me that these would be more than just values that appeared on a chart on a wall. When I became aware of LIFT, it was clear that there was huge overlap between our three values and LIFT's themes. In talking to the LIFT team, I realised that LIFT could help create roundtable materials specifically for us, based on our own values. This has allowed us to start a process of communicating our values and developing a language where staff understand what those values mean in LauraLynn. Lauri explains: 'We decided to start by running a pilot LIFT program with a small group. Based on the success of the pilot we were clear on the potential benefits to our staff and LauraLynn generally. A number of staff volunteered to train as facilitators and once trained up we started the larger roll out across the organisation, mixing groups from across LauraLynn so that people would get to know others who they might not ordinarily meet. We always made participation a voluntary decision for each individual. Lauri has four pieces of advice: 'if I were talking to an organisation that was considering implementing LIFT, there are a few things that I would tell them:

- Firstly, once you get people committed to take part in LIFT, it is so incredibly simple to roll it out. The materials, the support, the process is all provided by the LIFT team. Start with a pilot LIFT programme, choose a number of key people to take part and just let them experience LIFT for themselves.
- Secondly, if as an organisation you want to bring people together and see them as humans and not just as job titles then LIFT is a really fantastic way to achieve this. People leave their titles at the door and that's powerful.
- Thirdly, it's a fantastic way to connect with people beyond merely nodding to them in a corridor.
- Fourthly, it's important to support your staff in their overall development. LIFT appeals to those people who are looking to personally develop. It's not just about work but feeds into every part of your life, both at work and at home.



LIFT Partner Schools

Photo : Loreto Secondary School Balbriggan

Adamstown Community College
 Alexandra College
 Ard Scoil na Mara
 Ardee Community School
 Ardscoil Mhuire, Galway
 Árdcoil na Tríonóide
 Ardscoil Rathangan
 Ardscoil Rís, Limerick
 Ashbourne Community School
 Assumption Secondary School
 Athlone Community College
 Athy Community College
 Balbriggan Community College
 Balla Secondary School
 Ballinamore Community School
 Ballinrobe Community School
 Ballinteer Community School
 Ballymakenny College
 Beaufort College
 Bishopstown Community School,
 Westgate
 Breifne College
 Bremore Educate Together
 Secondary School
 Bridgetown College
 C.B.S. Mount Sion
 C.B.S. Thurles
 Caritas College
 Carndonagh Community School
 Carrignafoy Community College
 Carrigtwohill Post Primary
 Castleblayney College
 Castleknock College
 Castlepollard Community College
 Castletroy College
 Catholic University School
 CBS Ennistymon
 Meánscoil Na mBráithre
 CBS High School Clonmel
 Árdcoil na mBráithre
 Celbridge Community School
 Chanel College
 Christian Brothers, Synge St.
 Claregalway College

Coláiste Bhaile Chláir
 Clárin College
 Clonturk College
 Coláiste Abbáin
 Coláiste Abhainn Ri
 Coláiste Aindriú
 Coláiste an Chraoibhin
 Coláiste an Eachréidh
 Coláiste An Phiarsaigh
 Coláiste Bríde, Dublin
 Coláiste Chiaráin
 Coláiste Chiaráin
 Colaiste Chraobh Abhann
 Coláiste Chríost Rí
 Coláiste Chú Chulainn
 Coláiste Cois Life
 Coláiste Cois Siúire
 Coláiste de hÍde
 Coláiste Dún an Rí
 Coláiste Dun Iascaigh
 Coláiste Eoin, Dublin
 Coláiste Eoin, Hacketstown
 Colaiste Ghobnatan
 Coláiste Íde agus Josef
 Coláiste Iognáid S.J.
 Coláiste Lorcain
 Coláiste Mhichil
 Coláiste Mhuire Co-Ed
 Coláiste Mhuire, Clare
 Coláiste Mhuire, Galway
 Coláiste Mhuire, Mullingar
 Coláiste na Coiribe
 Colaiste Na HInse
 Coláiste na Ríochta
 Coláiste Nano Nagle
 Coláiste Naomh Cormac
 Coláiste Pobail Setanta
 Coláiste Treasa
 Community College Dunshaughlin
 Community College Killorglin
 Confey Community College
 Coolmine Community School/ Scoil
 Phobail Chuil Mhin
 Crana College

Creagh College
 Cross and Passion College
 CTI Clonmel (Gaelcholáiste Chéitinn)
 CTI Clonmel (Raheen College)
 Davis College
 Deansrath Community College
 Deelee College
 Desmond College
 Dominican College, Dublin
 Dominican College, Sion
 Dominican College, Wicklow
 Douglas Community School
 Drogheda Grammar School
 Dundalk Grammar School
 Dungarvan CBS / Scoil na mBráithre
 Dunmore Community School
 Edmund Rice College, Dublin
 Edmund Rice Secondary School
 Ennistymon Vocational school
 Eureka Secondary School
 Fingal Community College
 Firhouse Community College
 Firhouse Educate Together Secondary
 School
 Gaelcholáiste Charraig Uí Leighin
 Gaelcholáiste Luimnigh
 Gaelcholáiste na Mara
 Gairmscoil Mhic Diarmada
 Galway Educate Together Secondary
 School
 Glenamaddy Community School
 Gonzaga College
 Good Counsel College
 Greenhills College
 Griffeen Community College
 Gweedore Community School /
 Pobalscoil Ghaoth Dobhair
 Hansfield ETSS
 Hartstown Community School
 Hazelwood College
 Holy Child Community School, CS
 Holy Child Secondary School, Killiney
 Holy Faith Secondary School
 Holy Family Community School

Holy Family Secondary School
 Jesus & Mary Secondary School,
 Gortnor Abbey
 John Scottus Secondary School
 Kenmare Community School / Pobalscoil
 Inbhear Scéine
 Kennedy College
 Kildare Town Community School
 Kilkenny City Vocational School
 Killarney Community College
 Killina Presentation Secondary School
 Kingswood Community College
 Kishoge Community College
 Laurel Hill Secondary School FCJ
 Le Chéile Secondary School
 Leixlip Community School
 Loreto Abbey Secondary School, Dalkey
 Loreto College Foxrock
 Loreto College, Mullingar
 Loreto College, on the green
 Loreto College, Swords
 Loreto High School
 Loreto Secondary School, Balbriggan
 Loreto Secondary School, Bray
 Loreto Secondary School, Clonmel
 Loreto Secondary School, Wexford
 Lucean Community College
 Lusk Community College
 Luttrellstown Community College
 Maynooth Community College
 Maynooth Post Primary School
 Meánscoil San Nioclás
 Mercy College, Sligo
 Mercy Secondary School, Inchicore
 Mohill Community College
 Mount Anville Secondary School
 Mount Sackville Secondary School
 Mount St Michael
 Muckcross Park College
 Mungret Community College
 Naas Community College
 New Cross College
 Newbridge College
 Newtown School
 North Wicklow Educate Together
 Secondary School
 O'Carolan College
 Our Lady Of Mercy Secondary School,
 Drimnagh
 Our Lady of Mercy Secondary School,
 Waterford
 Our Lady's Grove Secondary School
 Our Ladys School
 Our Lady's Secondary School, Belmullet
 Patrician Academy

Patrician Secondary School
 Piper's Hill College
 Portlaoise College
 Presentation Secondary School,
 Ballingarry
 Presentation Secondary School,
 Castleisland
 Presentation Secondary School, Clonmel
 Presentation Secondary School, Kilkenny
 Presentation Secondary School, Listowel
 Presentation Secondary School, Milltown
 Presentation Secondary School,
 Waterford
 Presentation Secondary School, Wexford
 Ramsgrange Community School
 Rockbrook Park School
 Rockford Manor Secondary School
 Rosemont School
 Royal School Cavan
 Sacred Heart Secondary School,
 Clonakilty
 Sacred Heart Secondary School,
 Drogheda
 Sacred Heart Secondary School,
 Tullamore
 Santa Sabina Dominican College
 Scoil Christ Ri
 Scoil Dara
 Scoil Mhuire, Clare
 Scoil Mhuire, Cork
 Scoil Mhuire, Tipperary
 Scoil Muire Agus Padraig
 Skibbereen Community School
 St Conleth's Community College, Kildare
 St. Aidan's C.B.S.
 St. Aidans Comprehensive School
 St. Aloysius College
 St. Aloysius School
 St. Angela's College
 St. Anne's Community College
 St. Anne's Secondary School
 St. Benildus College
 St. Brendan's College, Kerry
 St. Brendan's Community School
 St. Ciaran's Community School
 St. Clements College
 St. Colman's Community College
 St. Colmille's Community School
 St. Conleths College, Ballsbridge
 St. David's CBS
 St. Declan's College
 St. Finians Community College
 St. Flannan's College
 St. Gerald's College
 St. Joseph's College, Galway

St. Josephs College, Thurles
 St. Joseph's Community College, Kilkee
 St. Joseph's Secondary School, Rush
 St. Joseph's Secondary School,
 Spanish Point
 St. Kevins College
 St. Kevin's Community College, Wicklow
 St. Kilian's Deutsche Schule
 St. Laurence College
 St. Louis Community School
 St. Louis Secondary School, Dundalk
 St. Mary's CBS, Portlaoise
 St. Mary's College
 Coláiste Naomh Mhuire
 St. Mary's High School, Midleton
 St. Marys Secondary School, Baldoyle
 St. Mary's Secondary School, Edenderry
 St. Mary's Secondary School, HFC
 St. Mary's Secondary School, Mallow
 St. Mary's Secondary School, Nenagh
 St. Mary's Secondary School, Newport
 St. Michaels Secondary School
 St. Munchin's College
 St. Oliver's Community College
 St. Patrick's /Shannon
 Comprehensive School
 St. Patrick's Classical School
 St. Paul's Community College, Waterford
 St. Pauls, Oughterard
 St. Peter's College, Meath
 St. Raphaels College
 St. Tiernan's Community School
 St. Vincent's Secondary School, Cork
 St. Wolstan's Community School
 Stepside Educate Together
 Secondary School
 Sutton Park School
 Tallaght Community School
 Templemichael College
 Templeogue College
 The High School
 The Intermediate School, Killorglin
 The King's Hospital
 The Royal and Prior School
 The Teresian School
 Tullamore College
 Tyndall College
 Ursuline Secondary School
 Woodbrook College

*Thank you to all the principals,
 TY Co-ordinator's, teachers, students
 and staff for LIFTing Ireland.*

The LIFT Experience

how LIFT helps schools across multiple domains



I think it is creating this different confidence in people who perhaps never saw themselves as having the confidence that we see in the type of school leaders that we would usually have in our school councils. So I think we're making a change, and I can see that 100% in my classroom.

Kate Burns,
Teacher at St. Joseph's Secondary School.



St. Joseph's Secondary School in Rush, Co. Dublin is a school that partnered with LIFT in 2020

Ciaran Reade and Kate Burns, teachers at St. Joseph's, have led the roll out of LIFT among their students, starting with the Transition Year students running LIFT roundtables among their peers and moving on to the TY students leading LIFT roundtables with the 2nd years. Ciaran and Kate have both become huge advocates of LIFT for what it brings to the school, themselves as teachers, and most importantly, to their students. LIFT fits into one of the key documents that school uses; **looking at our school**. The LIFT process matches and supports the major components of the document:

- Leadership should be distributed; not just amongst teachers but students also
- Students lead the roundtable; aligns with mentorship programmes that most schools offer
- Important role that improves oral literacy; key focus for schools
- Builds confidence for public speaking; in a safe judgement free space

It's cross-curricular, and that's another thing that the school is supposed to be thinking about. It crosses from English to History and into Business, in looking at styles of leadership and qualities of leaders.

Ciaran Reade, Deputy Principal.



Proven Impact

LIFT builds wellbeing



In our first three years, we saw that LIFT was making a difference in people's lives. But we wanted to analyse it more deeply to understand exactly what elements LIFT was impacting.

In late 2021, LIFT engaged a number of our school partner schools to conduct detailed research on the impact of LIFT. Approximately 100 young people completed validated survey instruments before and after their involvement with LIFT. These survey instruments looked at issues around wellbeing and the extent the young people believed that they had control over their futures.

The research examined if taking part in LIFT was associated with any real and meaningful improvement in young people's wellbeing and sense of control. The results have been incredibly positive and extremely powerful - engaging with the LIFT process was associated with improvements in how these young people saw themselves and felt about themselves and their place in the world.

Wellbeing scores improved on average by 5.1% over the 8 LIFT weeks

- **Sense of personal control scores improved on average by 3.4% over the period**

These results, especially the wellbeing findings, are strong and encouraging. Only 40 minutes a week over 8 weeks was associated with improved mental wellbeing.

LIFT School Journey



Where are we going from here?

Helping Ireland's youth is fundamental to building a better society. In LIFT we know that we have to keep improving so that we can help schools to help their students. That is why in 2022:

- The first 10 schools were recognised as LIFTed Schools, by being presented with their LIFT flags.
- Launched a pilot program that has seen LIFT being introduced into each year, 1st year to 6th year so that our young people have the opportunity to reflect, grow, strengthen, and develop appropriately right through their secondary education.
- We have translated our materials into Irish so that they can be used seamlessly in our Gael Scoileanna, and we have translated into Ukrainian to facilitate the integration of refugees into our schools.
- We launched a pilot program in which secondary school students go into local primary schools to run LIFT leadership round tables with sixth-class primary school students. This incredibly exciting initiative helps to build the leadership skills and capacities of the older children while, importantly, helping to bridge the gap between primary school and secondary school, for the younger children.

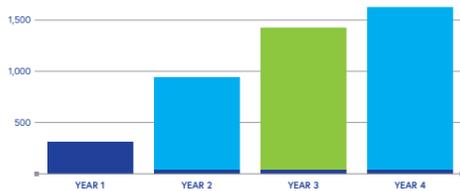
In LIFT we are constantly working to help schools and help students. Here are a few examples of what students across Ireland are saying about LIFT:

- I have become more positive over the last few weeks and expressed my feelings more
- I will be myself more rather than trying to be someone else in front of my friends
- I have become more honest with people and they are starting to trust me more
- I tried to be more positive and started coming to school more often

"LIFT has been helping Irish youth to get stronger in precisely these areas since 2018"

LIFT Individual

Be the change you want to see



Elizabeth is a Politics, International Relations and Social Justice Student at UCD. An accomplished public speaker and poet, she has been doing roundtables with LIFT for a number of years.

Elizabeth Zion,
Student, Speaker and LIFTer

LIFT was established to enable real positive change. The end goal for LIFT is to see real change in Irish society through a focus on positive leadership and character. But societies are made up of individuals, and to create societal change we need to see real change in individuals first - we know that LIFT works for individuals. Since the first leadership Roundtables started mid-2018, we have systematically measured the impact on individuals engaged with LIFT. The feedback from adult respondents has been resounding and highlights real change:

97%

of adults improved their understanding of good leadership

REAL CHANGE

86%

of adults experienced real positive change



I have been working in learning and development for over 25 years and I have never come across a programme as powerful as this.

Amanda Vaughan
Director of Learning and Development,
LauraLynn Ireland's Children's Hospice



Register

TRY A ROUNDTABLE

1. How has LIFT impacted you since you began the Roundtable process?

LIFT has improved my self-reflection skills for the better. By asking myself simple questions about my behavior over a short span of time, I am able to reflect and make positive changes where necessary. The format of the roundtable allows for gentle yet powerful personal development that I appreciate greatly. Ever since starting university, the process of self-discovery and self-actualisation has been so much more evident to me. And as I venture further into adulthood, LIFT's 8 key leadership values; Listening, positive attitude, competence, honesty & integrity, dedication & determination, respect, empathy & understanding and accountability are very key and crucial characteristics I need to develop into a well rounded conscientious adult. I am very grateful for the lift programme for helping me develop positive leadership skills at such an important junction in my life.

2. What is something you have noticed change/differ since you began LIFT?

Doing the LIFT programme makes me want to put myself in situations where I can put what I have learnt about positive leadership into action. I absolutely love that it has such an effect because you don't know that you have truly learnt until you put yourself to the test. While I am a naturally extroverted person, I no longer put myself in positions to socialize or lead just because it comes naturally to me but I also do it to see where I can test my ability to lead with characteristics like honesty & integrity, like dedication & determination and like respect, so they can become more natural to me.

Be the change you want to SEE

JOIN LIFT AS WE HEAD INTO YEAR 5

Five easy ways you can help LIFT Ireland:

- 1 Raise your own leadership by joining one of our LIFT Leadership Roundtables at www.LIFTIreland.ie/events
- 2 Become a partner of LIFT by emailing info@LIFTIreland.ie (put "Partnership" in the subject line).
- 3 Spread the word and encourage colleagues and friends to Live LIFT. Why not share this impact report?
- 4 Follow us on social media and subscribe to our YouTube channel. Share, comment, and like our posts and content. Join our discussions! #LIFTIreland @LIFTIreland
- 5 Make a contribution - email joanne@liftireland.ie if you would like to contribute financially to our Robin Hood funding model enabling us to subsidise LIFT in schools, not-for-profits, community and sports groups and charities

None of this would have happened without you. You are LIFTing Ireland and LIFT belongs to you, and we are in this together.

THANK YOU

LIFT Board: Anne Heraty; John Lonergan; Ken Casey; Sonya Lennon; Joanne Hession; David Hession

All our Advisory Support Group members, our LIFT volunteer facilitators, over 52,000 people Living LIFT. Our partner organisations and our LIFT Ambassadors within each organisation. Our transition year facilitators, teachers, school staff and principals in our LIFT partner secondary schools. Our online roundtable volunteer LIFT facilitators. Our LIFT interns, friends and supporters of LIFT. The LIFT full-time team and our LIFT suppliers

and **YOU**, the reader of this impact report. Please share and help us LIFT Ireland.



IMPACT REPORT 2022

CELEBRATING ANOTHER YEAR OF POSITIVE LEADERSHIP CHANGE

CONTINUED GROWTH



DEEP IMPACT

JUNE 2021 TO DECEMBER 2022



LIFT Ireland

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