

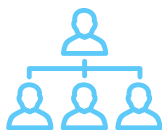
Organizational Consulting

Strategic Planning



We partner with mission-driven organizations to develop strategic plans that balance long-term vision with the flexibility to adapt. Our approach emphasizes clarity, usability, and co-creation. We provide practical tools for implementation, connect strategy to daily work, and ensure teams at every level understand their role in achieving organizational goals. The result is a collaborative, actionable plan that reflects your culture, supports decision-making, and remains relevant in a rapidly changing environment.

Organizational Design



We assess your organization's strengths, pain points, and key challenges and identify opportunities to better align your strategy, structure, and culture. We conduct a strategic review of your organizational design, evaluate it against your objectives, and then team up with you to shape an action plan for creating meaningful change that will help you achieve your mission.

Competency Models and Performance Assessment

We partner with you to identify the core competencies most critical to your organization and achievement of its mission and define how those manifest across level and position. We identify opportunities to incorporate that clarity into job descriptions and goalsetting, and work with you to design promotion pathways and a performance assessment process and toolkit aligned with your goals and culture.



Compensation Analysis & Strategy



We work with you to define your compensation priorities and strategy, conduct a detailed equity analysis, and gather and understand benchmarking data. We partner with you to align your strategy and the numbers and together, we shape the right action plan to communicate, evaluate, and update your strategy over time.

Cultural Assessment and Change

We help you assess your current culture and its impact on your organization's ability to advance its mission, identify the gap between where you are today and where you want to be, assess readiness for change, and engage employees in envisioning, planning, and advancing positive transformation.



Succession Planning



We team up with you to identify potential and create a strategic succession development plan so that you and your organization can be better prepared during expected and unexpected transitions.

Onboarding and Talent Integration

We help you create a thoughtful, comprehensive approach to onboarding new team members and integrating them into the culture so they can quickly and effectively become highly productive contributors to your organization.



Team Effectiveness

360° Assessments



We customize the 360° assessment process to the organization and to the team members receiving feedback. We work closely with you throughout the assessment process to ensure a tailored, positive, and productive experience with the goal of providing actionable insights and coaching for professional development.

Team Building

We offer team-building services that include action plans to improve effectiveness, individual or group coaching, and targeted professional development. When your team feels they're making a positive contribution and their skills are reaching new levels of sophistication, their self-worth grows; and the work they deliver becomes more effective.



Leadership Development



We facilitate focused leadership development workshops and topic-specific follow-up coaching to give leaders at foundations and nonprofits the tools to accelerate their effectiveness, so they can become the best they can be.

Executive Coaching

We partner with top executives to unlock their leadership potential and expand their impact. Our executive coaching services for nonprofits are highly customized and curated to each executive's goals, strengths, and development areas.



Board Effectiveness



We work with your board to harness the diversity of their skills for the good of the organization. We spotlight ways that the board can be good stewards and a guiding force in support of your organization's leadership team.