



Cause Leadership

Consulting Services

Organizational Realities in the Nonprofit Sector Today

Recent surveys of the HR function in North America have revealed the presence of tremendous strain in small to medium-sized nonprofit organizations. There is an increased demand for nonprofit services as communities rely on them for support. Though revenues are under pressure as inflation raises the cost of services for nonprofits. For many nonprofit organizations, this can result in the following:

- The experience of increased resignations or “quiet quitting”
- Difficulty in recruiting and retaining employees
- Waning attention on strategic HR initiatives because so much energy is required for recruitment and onboarding new employees
- Senior leaders are more stressed than ever before

Therefore, it is critical that an excellent employee experience be created and consistently implemented to ensure healthy and thriving employee engagement and productivity.

The "great resignation" and "quiet quitting" that we keep hearing about in the media and likely are experiencing in our organizations, plus the lingering effects of this pandemic that doesn't quite feel like it's in the past, are significant challenges. So many things in our organizations are different now than they were a couple of years ago. Many charities are rethinking how they function, and as a result, the impact on our employees is significant. Maybe it's the turnover, more people needing stress leaves, or the feeling that something is off, but many nonprofit leaders know things aren't 100% with their staff.

We want to help you identify your specific pain points and develop action steps. We have many years of strategic consulting experience in the not-for-profit sector. We want to partner with you to help align your people strategies with your organizational strategy. Here are some questions for you:

- Do we have the right people with the right training in the right roles?
- Is our vision clear to our staff team, and does each person see their role in achieving that vision?
- Is our team healthy?
- What do we want your culture to be, and what is it actually like?
- Do managers feel equipped to address culture and personnel issues?
- How do we motivate, engage and retain our employees?

Here is a short description of some of our Consulting Services to help you address these challenges.

Strategic HR Services

HR Audits	Review all HR elements to assess organizational and cultural health and identify opportunities to strengthen your HR strategy. We use engagement surveys, key people interviews, 360 reviews of senior leaders, and reviews of key documentation like organizational strategies, employee handbooks, job descriptions and org charts to provide tangible recommendations.
Team Health Check	Help build or repair team health with a new team or a team with conflict. We will work with you to determine the core challenges or opportunities and develop an action plan. We use tools like coaching, and Birkman assessments, facilitating healthy conversations and comparing expectations with reality to facilitate healthy dialogue and produce strong teams.
Change Leadership Strategies	Strategic planning assistance for organizations making a pivotal shift, primarily to assist their people in walking through the change. Some questions to gain clarity on - Who is leading the change? Why is the change happening? Do people understand the why behind the change and what it means to them as a person? What changes to team functions/roles are needed? Do people have the skills required for the "new"? Is there training needed? Do roles need to be re-defined? We can help you develop an internal change communications strategy.
Review of Team Structures	A leadership transition is a good time to evaluate the priorities and needs of a team and determine the best way to structure the new role. We can help you assess whether other changes are needed and what skills and experience are required.
360s for Senior Leaders	It can be difficult to obtain honest feedback about senior leaders. The use of 360 reviews can be a handy tool to help identify the areas of strength and the growth opportunities to help senior leaders and the organization be strong.
Review of Internal Communications	Build trust through effective communication, especially in seasons of change. An internal HR communications strategy is vital to the staff and other stakeholders.
Review of HR Policies	Policies are not worth much if they don't match and support the desired culture, if they are so cumbersome that no one reads them, or if the policies are inconsistent. We can help you determine what policies need to be documented (and followed), how to align your policies with your culture, and of course, ensure you stay compliant with current employment-related legislation.
Crisis Management	When a leader departs suddenly, or an employee crisis arises, we can help you craft a crisis management strategy and a communication plan.
HR Support	Dedicated advice or coaching from a trusted and experienced HR leader, includes support for executives and more junior HR persons. Possible elements - performance management issues, training, assisting a manager with a "problem employee," role changes, terminations, managing stress leaves, etc.
Interim HR Leadership	Provide dedicated and experienced HR leadership, support for executives during transitions, and guidance to junior HR persons on an interim basis.

Leadership Development Services

Executive Coaching	Executive coaching includes private sessions with a leader to assist them in their work functions or professional development. It can involve assisting a new executive with their strategic onboarding or assisting an established executive with making decisions or solving personnel challenges.
Succession Planning	Includes board planning for succession strategies and designs to secure the organization for future leadership needs. A succession plan also prepares emerging leaders for succession and current leaders for mentorship. Plans also help prepare the organization for smooth leadership transitions, help keep the staff focused on the clients and the client servicing during transitions, and help give the outside partners and clients confidence in a smooth leadership transition.
Strategic Onboarding of Leaders	This continues where the hiring process leaves off by helping a leader set up the strategic plan needed to ensure a successful transition. It includes initial orientation, setting critical success KPIs, communication plans, cultural integration tools, the definition of critical stakeholders, training interventions, internal mentors, governance tools, use of planning templates, and accountability partners.
Leader Development Pipeline Design	We help you identify the development needed for current or future leaders, design a leader development pipeline, and prepare internal facilitators for the delivery. An ideal pipeline is 9-12 months long and involves workshops, mentoring, leadership assessments, effectiveness coaching, development planning, exposure to leadership functions, etc. A pipeline can help prepare emerging leaders for succession and current leaders for mentorship.
Executive Compensation Review	Includes a review of the executive compensation range and related packages within a desired nonprofit sector.
Board Governance Consulting	Includes board consulting, nonprofit board members training, and coaching for board chairpersons.

Fundraising Services

Funding Audits and Strategies	Cause Leadership can help elevate your cause and design or strengthen programs for long-term success using development strategies and innovative approaches. We work to raise funds at every donor level and through every channel of giving. While analysis and numbers inform what you do, true success results from integrated solutions that include copywriting, design, audience selection, and messaging for each of your campaigns.
Strategies and Models	Nonprofits partner with Cause Leadership to reach and engage the most influential communities in North America and worldwide. Cause Leadership's fundraising services include:

	<ul style="list-style-type: none"> ● New donor acquisition campaigns ● E-appeals ● Direct mail letters ● Social media marketing ● Donor cultivation ● Conversion strategies ● Partnership programs, etc.
Customized Fundraising Campaigns	Every nonprofit is unique and requires a customized fundraising campaign that influences and engages the ideal communities. We help fill gaps in your existing fundraising strategies, build new strategies, or support your mission in various ways.

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