

Building organizational sustainability through capacity building

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Healthcare Georgia Foundation
grantmaking for health



Healthcare Georgia Foundation's Capacity Support



Georgia
Evaluation Resource Center
Because results matter.

Capacity Building Project

Our purpose today.....

- Define capacity building
- Understand how organizational capacity is associated with sustainability
- Describe 4 capacity competencies
- Discuss outcomes related to capacity building
- Describe the Foundation's capacity building project

Capacity Building Project

- The Healthcare Georgia Foundation initiated the CBP in 2004 to offer capacity building support to health nonprofits in Georgia
- A total of 53 organizations have received 82 services
- Services were provided by 31 consultants and four executive coaches
- Community Evaluation Solutions (CES) was contracted to conduct a retrospective evaluation of the CBP

**When you think of sustainability,
what is the first thing that comes to
mind?**

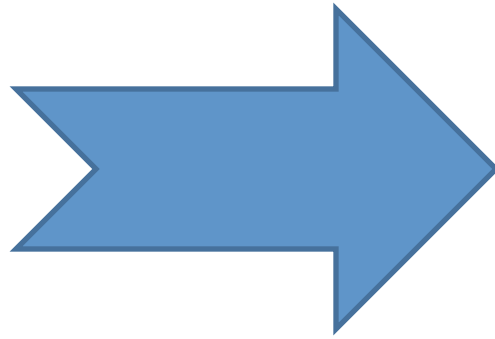


What is Capacity Building?



Capacity building is any activity that strengthens the ability of an organization to fulfill its mission.

Capacity



Sustainability

The Secrets to Sustainability

- **Leadership Capacity**- the ability to create and sustain a vision, to inspire, to model, to prioritize, to make decisions, to provide direction, and to innovate
- **Adaptive Capacity**– the ability to monitor, to assess, respond to and create internal and external changes
- **Management Capacity**- the ability to use resources effectively and efficiently
- **Technical Capacity**- the resources needed to implement all programmatic, organizational and community strategies

Leadership Capacity



Leadership Capacity Outcomes

- Clarity of board roles and responsibilities
- Improved communication
- Growth in leadership capacity of EDs
- Growth in leadership capacity of staff and board
- Strengthened relationship of chair and board

Management Capacity



Management Capacity Outcomes

EDs are better able to:

- Manage staff
- Delegate
- Develop staff and evaluate their performance
- Establish better operations and procedures
- Communicate with staff and board

Adaptive Capacity



Adaptive Capacity Outcomes

- Effective strategic planning
- Monitor internal and external forces
- Respond to change
- Use evaluation data for decision making

Technical Capacity



Technical Capacity Outcomes

- Professional development of staff
- Social media/marketing
- Fund development
- Evaluation training

Should consider consulting services for specific needs

**How does your organization
strengthen its capacity?**



The Capacity Building Project

- Organizational Assessment
- Workshops
- Consulting
- Coaching

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Organizational Assessment

- Planning
- Human Resources
- Marketing/communication
- Evaluation
- Fund Development
- Financial Management
- Information Technology
- Facilities & Equipment
- Governance & Board Development



Workshops

- Board/ED relationships
- Board Development
- Marketing
- Evaluation
- Leadership
- Succession Planning
- Human Resources



Consulting

- Follow up consulting for highest organization assessment priority
- Develop a plan to address priority: Strategic Planning, board development, fund development, marketing, evaluation, financial management



Coaching

- Provided for the Executive Director
- Goals on personal and organizational skills
- Management style and organizational feedback
- Development plan

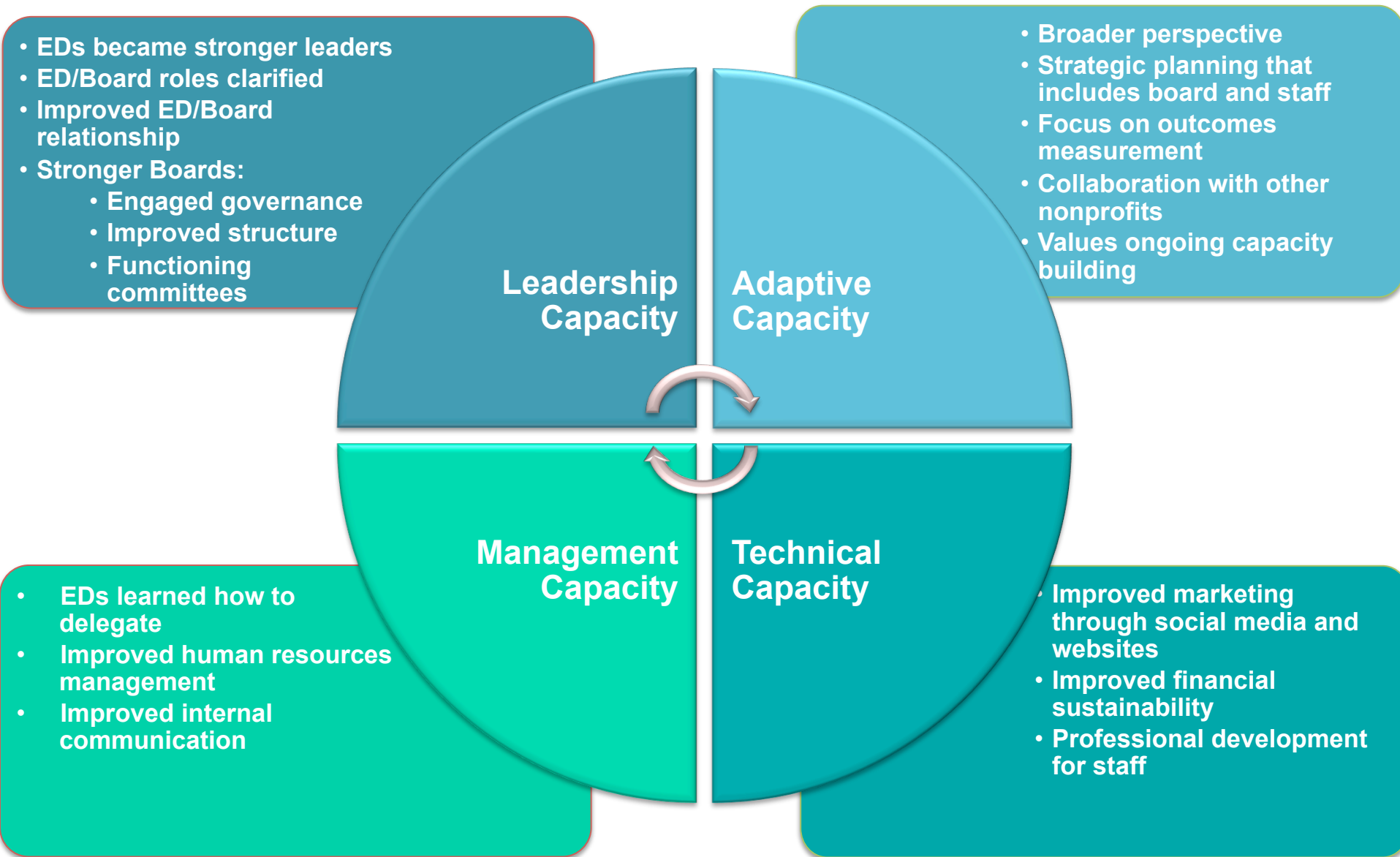


Factors Leading to Success



HEALTHCARE GEORGIA FOUNDATION

CAPACITY BUILDING PROJECT: VISUALIZING OUTCOMES



Let's Talk

Light bulb moments?
Comments?
Questions?



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