

THE PROINSPIRE APPROACH

Custom Work with Nonprofits and Social Impact Organizations

INITIAL PLANNING AND DESIGN PHASE

In order to understand the organizational context and design the arc of learning, we start each project with an Alignment Phase. Our goals for this phase are to:

1. Build a collaborative partnership with members of the planning team and other key stakeholders, and clarify project goals.
2. Understand current context around this work - including what has happened to date, what activities are in progress, and expected challenges.
3. Gather data to assess individual and organizational readiness for change and key areas to focus on. This would likely occur through a baseline assessment for all managers and focus groups with stakeholders. We would use this data to shape our design for each workshop across the arc of the program, leveraging ProInspire's approach and modules and tailoring to the needs and priorities of the partner.
4. Develop a plan for the implementation phase, timeline, and activities that supports the needs of the project.
5. Craft messaging and all staff communications that share all relevant program information with organizational stakeholders.

DATA GATHERING

In order to understand the organizational context, we conduct data gathering at the start of most projects. Data gathering includes a survey to assess individual and organizational readiness for change and key areas to focus for specified groups. This assessment may include a combination of individual leadership practices and organizational culture components. This information will inform the facilitation team and the partner's planning committee in preparing for the work and identifying areas of strength and growth. We also recommend Interviews or Focus Groups as part of the data gathering, to provide multiple methods for staff to share their experience. We will provide a summary of the results gathered and share them with the planning team, leadership team, and with participants during the learning sessions.

IMPLEMENTATION AND DELIVERY PHASE

The arc of learning would be defined based on the Initial Planning and Design Phase. Sample arcs of learning are below. For larger organizations, we recommend participants be grouped in cohorts of 20-30 people for the learning experience.

Sessions are designed to have space for reflection, interaction, and action planning. We have found a number of tools support our objectives in virtual sessions, including:

- Pre-work
- Breakout rooms, with sessions breaking out for race-based affinity space, team discussions, and role-based discussions
- Shared “whiteboard” through google docs, JamBoard, or other shared documents
- Anonymous brainstorm tools like Menti, Padlet

TARGETED WORK WITH SENIOR LEADERSHIP TEAM AND/OR DEI TEAM

An important part of the organization’s journey is supporting individuals who have decision-making authority and key influence in the change process. We recommend small group sessions for Senior Leadership teams (i.e. the Circle) and DEI teams to support the work with the full staff, board members, and volunteers. These sessions help foster trust, deepen their analysis, and model change for the organization. We find that small group sessions with a targeted group are typically needed in between each full-staff session to process learnings and identify shared actions.



EVALUATION

After each cohort, we recommend analyzing the learning and impact, to shape the path forward. We would reconvene with the facilitation team and the partner’s planning committee to understand the impact of the experience for participants and identify recommendations for future learning opportunities or internal changes.

COACHING OR OFFICE HOURS

One-on-one support is important in supporting an organization’s race equity journey. We find a combination of one-on-one coaching for identified staff members, as well as office hours available to the broader staff, enables individuals to process and advance their commitments to center race equity. We have included a block of time that could be used for coaching or office hours.