

Case Study

Capacity Review Energy Consulting Organization

Client

Energy consulting organization

Location

Pittsburgh, Pennsylvania

The Hill Group's Role

- Organizational Capacity Review
- Strategy Formulation
- Focus Group Facilitation
- Data Analysis
- Interviews
- Document Review

Results

- Developed a platform for formal, ongoing organizational goal setting, planning, and improvement process
- Refocused efforts and energies towards more precise vision, which yielded funding for a strategic planning process
- Enabled board to obtain funding for governance improvement and training to develop board leadership



Project Profile

The energy consulting organization is a Pittsburgh-based, nonprofit organization founded in 1978 that aligns economic opportunity with environmental stewardship. The Hill Group, Inc. partnered with the organization to conduct a Capacity Review.

The Hill Group worked with the organization to provide a clear framework for assessing and evaluating organizational capacity. The Hill Group used multiple methods to conduct a thorough evaluation of the organization's capacity to sustain and optimize its potential.

The purpose of the Capacity Review was to objectively assess ten dimensions that are critical to organizational capacity and provide recommendations on improvement. The ten dimensions of organizational capacity include:

1. Mission, Vision, Strategy, and Planning
2. Program Design and Evaluation
3. Human Resources
4. CEO and Senior Management Team Leadership
5. Information Technology
6. Financial Management
7. Fund Development
8. Governance and Board Leadership
9. Legal Affairs
10. Marketing, Communication, and External Relations

The consultants analyzed data from the Capacity Review to identify areas of opportunity for the organization, as well as provide a framework for future decision making within the organization. The findings and supporting data are the platform for developing a formal, ongoing organizational goal setting, planning, and improvement process.

The organization is well-established and respected within the economic development and energy communities. This Review identified opportunities for the organization to refine its vision and explore new market opportunities. The consultants also identified opportunities to enhance board leadership and governance through new recruitment strategies and investment in board member development. As a result of this Review, the organization was able to secure additional grant funding to support the recommendations.