



Addressing Nonprofit Challenges

WHAT ARE SMALL EXPERIMENTS?

We recognize that nonprofits find themselves in multiple different contexts, or environments, that don't always support their needs. You might be facing particular challenges or have aspirations that your organization is trying to build toward, such as refining your strategic plan or establishing a new service or program. Here are some of the contexts that past grantees have chosen to address using the Supportive Environments for Effectiveness (SEE) framework:

ORGANIZATIONAL CULTURE

- Confusion among leadership
- Feeling overworked/isolated/unappreciated
- High turnover rate and loss of institutional knowledge

COMMUNICATION

- Inefficient/time-consuming communication processes
- Lengthy or burdensome feedback systems
- Overwhelming or inconsistent orientation/onboarding
- Misunderstanding the roles of different teams
- Unclear organizational goals, or differing interpretations of goals

PHYSICAL SPACES

- Challenges with workspace setups
- Insufficient break room & shared space

ENGAGEMENT

- Outdated volunteer engagement processes
- Board or team member engagement (i.e., "quiet quitting")
- Lack of offboarding procedures

Small Experiment Guidance

We have provided some suggestions to help set you and your team up for success when initially thinking about small experiments.

THINGS TO CONSIDER

- Select a focus area that is either presenting a barrier, or is something that you'd like to improve
- Choose a topic that impacts multiple people so that you can explore the framework together
- Be mindful of including key decision-makers in the change process
- If there is a tech-oriented solution or tool that you'd like to focus on, consider the following:
 - How will you implement this tool from a SEE lens?
 - How will the tool impact your work environment?
 - What information does your team need to be able to use it well?

“Having the space to think about how we work... and the opportunity to talk about the work in a peer learning environment, to me was really exciting.”

Katie Navin,
Executive Director
Colorado Alliance for
Environmental
Education