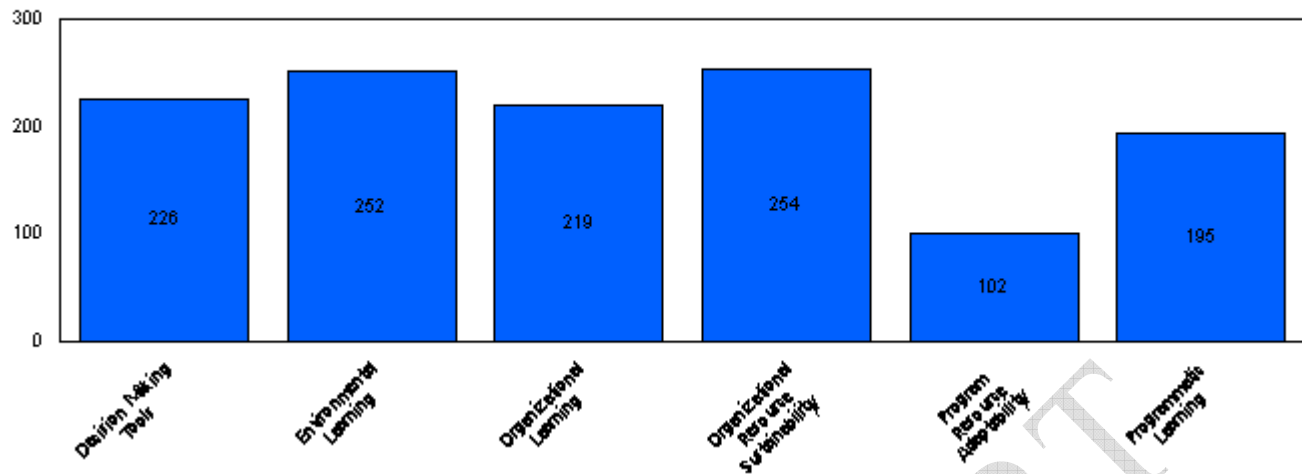


Adaptive Capacity



226

Decision Making Tools

- Increase the frequency with which you ask for client feedback on how you provide programs and services.
- Increase the frequency with which you ask clients for their input on how the organization should be run.

219

Organizational Learning

- Share the results of your organizational assessments with staff more often.
- Conduct organizational assessments on a more frequent and regular basis.

102

Program Resource Adaptability

- Increase your willingness to scale back programs when money or staff is lost.
- Make workloads more manageable by hiring more staff.

195

Programmatic Learning

- Create clearer criteria and measurement tools to use to determine the effectiveness of your programs.
- Use your evaluation findings to change programs and services.
- Improve the quality of program evaluations you do enough to show you which programs/services are having an impact.
- Increase the number of staff who are involved in program evaluation.
- Share program evaluation findings with staff and board more often.