

TCC Group's Approach to Capacity Building

Collaboratively building capacity for all critical actors in the social sector empowers you to...

- Increase knowledge, trust, and transparency around the benefits of capacity building for all social sector actors.
- Foster open communication and establish deeper relationships with fellow nonprofits, funders, and cohorts of organizations.
- Ready all social sector actors to work together to solve the most pressing issues confronting their community.
- Increase the effectiveness and efficiency of all social sector actors, especially nonprofits.
- Acknowledge and increase the inter-dependency and respective contributions of all social sector actors in realizing their commonly-held community improvement goals.
- Maximize capacity building resources and execute positive organizational change.

How We Can Help

Stronger foundations that strategically invest capacity building resources give rise to more effective nonprofit organizations; this leads to stronger programs and ultimately, greater impact in the community. Our capacity building services for funders, nonprofits, and cohorts of organizations include:

Capacity Building Learning Communities

Capacity Building Learning Communities foster an open and sustainable culture of collaboration built on the engagement of multiple social sector players; this results in higher levels of capacity for all. Community resources are most effectively distributed, and impact most powerfully enhanced when funders collectively engage all stakeholders in determining **for what** they need to build capacity; **for whom** capacity needs to be built; and **how** that can most effectively occur. Our work in collaborative capacity building design benefits groups that share a common issue-area focus or regional proximity; plus funders, companies, and government agencies interested in building capacity of their entire ecosystem.

Outcomes for Nonprofits, Foundations, and the Local Sector:

- Increased ability to share and leverage local capacity building resources
- Increased understanding of strengths and needs in grant portfolio, including ways to "cluster" organizations based on shared needs
- A defined capacity building strategy to support a grant portfolio
- An investment approach that maximizes resources and impact of grantees
- Shared understanding of available resources and gaps in services
- Increased partnership and community ownership of capacity building to bolster local capacity building offerings



Capacity Building Initiative Design

In order for capacity building support to lead to real organizational change, it must be long-term and aligned with the program goals of both the foundation and its grantee partners. Efforts that involve reassessment and restructuring of nonprofit resources, strategic planning, and/or Board and staff development are time- and resource-intensive endeavors. TCC Group is an expert at working with foundations to design capacity building initiatives that lead to actionable, sustained social sector change.

Outcomes for Nonprofits and Foundations:

- Capacity building learning curriculum tailored to nonprofit needs, future direction
- Increased ability to offer capacity building guidance to nonprofits
- Increased ability to design capacity building investments based on nonprofit needs
- A system to gauge organizational readiness and buy-in
- A tailored and targeted phased approach to move grant partners toward core cohorts
- Increased likelihood that capacity building investments will lead to real and sustained change on the part of grantees



Targeting Change (Nonprofit Capacity Assessment + Interpretation + Action)

Used by more than 5,000 nonprofits, the Core Capacity Assessment Tool (CCAT) is the leading assessment tool for measuring nonprofit effectiveness in relation to four core capacities – leadership, adaptability, management, and technical – as well as organizational culture. Nonprofits identify their lifecycle stage, receive a real-time findings report, and create a prioritized capacity building plan.

CCAT interpretation sessions include a facilitated conversation with all who have taken the CCAT, led by a skilled TCC consultant; CCAT survey results are analyzed and discussed, so your organization’s leadership is able to deepen its understanding of the CCAT findings, prioritize its most urgent needs, and develop a personalized action plan based on results. Interpretations can be provided to clusters of nonprofits exhibiting similar levels of capacity building readiness, those at the same life cycle stage, or to individual nonprofits.

Outcomes for Nonprofits and Foundations:

- Tailored and targeted capacity building plans
- Data to help articulate nonprofit needs and marshal resources
- Greater awareness of nonprofit capacity building needs, priorities for organizational development



We are committed to addressing complex social problems by heightening our clients’ understanding of their collaborative role in society; we help them strengthen strategy, build capacity, and advance assessment and evaluative learning. We envision an effective social sector that addresses society’s complex problems through a collaborative approach that harnesses the diverse skills, energy, and visions of its stakeholders.