

SEEDING SUSTAINABILITY™ SAMPLE REPORT

SEEDing Sustainability is a two-part self-assessment that pinpoints areas of latent potential, where targeted capacity-building investments will add the most value.

How well are your grantee partners performing in relation to industry standards? Where can creative attention be focused to unleash capacity and resources they already possess?

SEED has developed this technology to inform capacity-building investments. Our interest is help you leverage minimal resources for maximum social return on investment (SROI).

SEED provides reports for each grantee, and supplies several lenses for investors to consider aggregate findings.

We do not know of another approach that so finely and efficiently pinpoints growth opportunities to achieve sustainability.



SEEDing SUSTAINABILITY
Baseline Aggregate Self-Assessment Findings

45 ORGS
November 2015

SUMMARY: Grantee Partners' Greatest Strengths and Needs to Build Capacity



1	Story-Telling & Promotion	14%
2	Resource Development	9%
3	Evaluation & Strategic Learning	11%
4	Financial Management	21%
5	Planning & Implementation	10%
6	Governance	14%
7	Exec & Shared Leadership	8%
8	Infrastructure	13%

Attention is most needed to uplift the shaded elements.

ACHIEVING SUSTAINABILITY: EIGHT ESSENTIAL ELEMENTS

Legend Descriptions

Governance: activities that enable the board to evolve and grow more strategically, such as developing a recruitment plan and increasing engagement.

Resource Development: activities that strengthen and diversify resources, such as developing a fundraising plan and establishing earned revenue mechanisms.

Evaluation and Strategic Learning: activities to reflect on, improve and report effectiveness, such as diagnostic tools, visioning conversations and debriefs.

Financial Management: activities that strengthen and professionalize financial systems, such as implementing a new accounting system.

Planning & Implementation: activities that align daily execution with vision and establish priorities and streamlined systems to assure that goals are achieved.

Story-Telling & Promotion: activities that fortify communications to stakeholders, such as creating a communications plan, or delivering dynamic, compelling reports.

Executive and Shared Leadership Development: activities that build capacity for leadership transitions, inspire participation and develop leaders and teamwork.

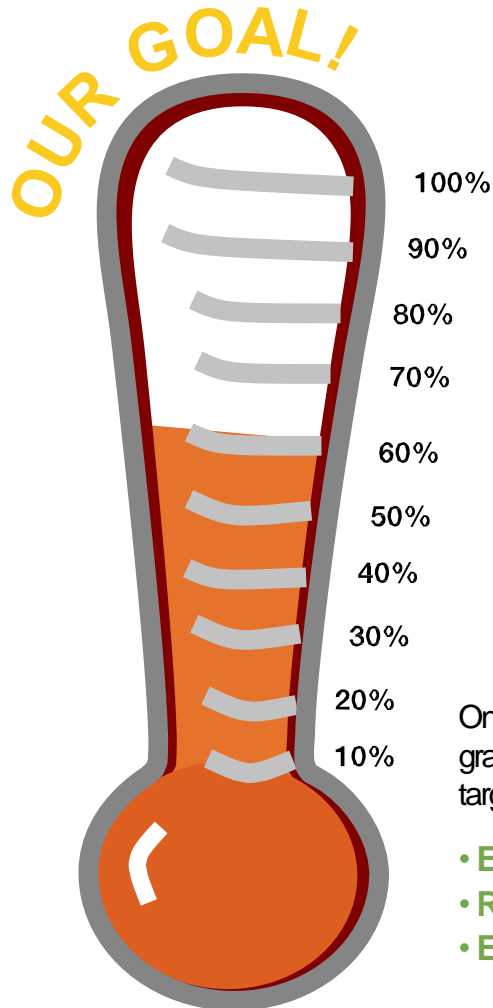
Infrastructure: activities that improve the organization's ability to carry out its mission, such as improved technologies, increased space, partners, paid staff.



SUSTAINABILITY PLANNING

Aggregate Assessment Findings

45 Orgs – 2015 BASELINE



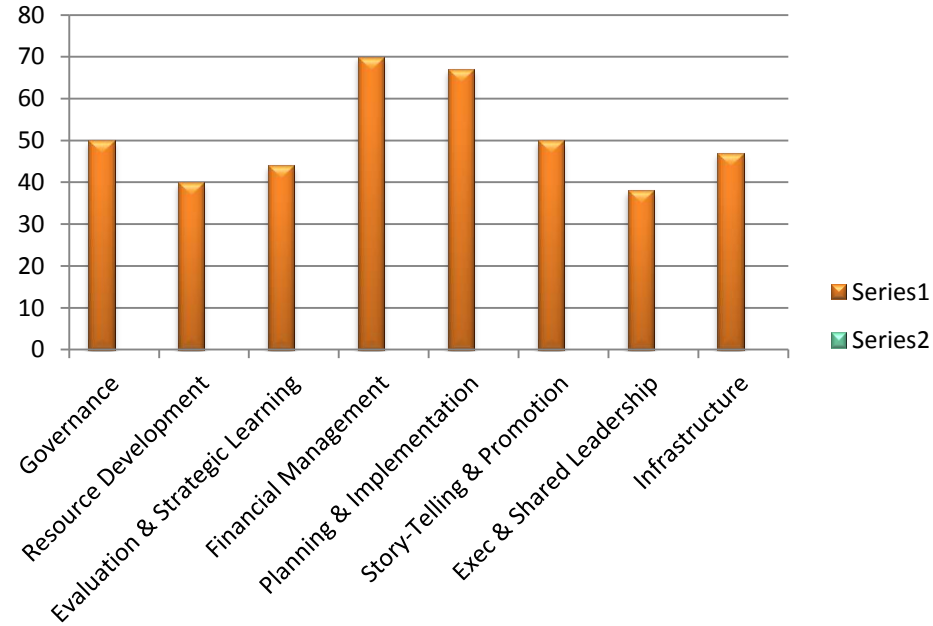
AVERAGE SUSTAINABILITY SCORE:

2015	2016
59.3	

On average, 2015 data indicate that the 45 grantee partners will especially benefit from targeted capacity-building in these areas :

- Exec & Shared Leadership
- Resource Development
- Evaluation & Strategic Learning

Average Rating, Pre and Post Across 45 Orgs



The bar graph depicts consensus ratings against 40 best practices for high performance and sustainability.

The **highest** ratings for these 45 organizations were indicated for **Financial Management** (70 out of 100 max) and **Planning & Implementation** (67).

At the **low end**, overall **Exec & Shared Leadership** (38 out of 100), **Resource Development** (40 out of 100), and **Evaluation & Strategic Learning** (44) hold particular promise for growth.

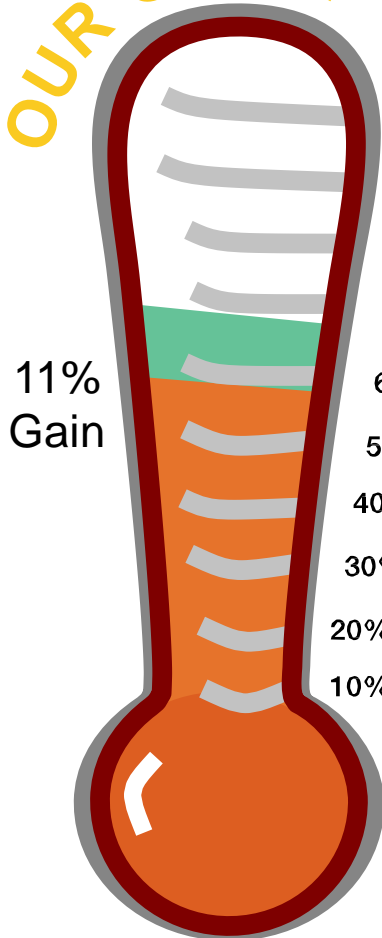
These data are intended to inform investments in technical assistance and capacity-building.



SUSTAINABILITY PLANNING

Simulation of 2016 Results

OUR GOAL!



100%
90%
80%
70%
60%
50%
40%
30%
20%
10%

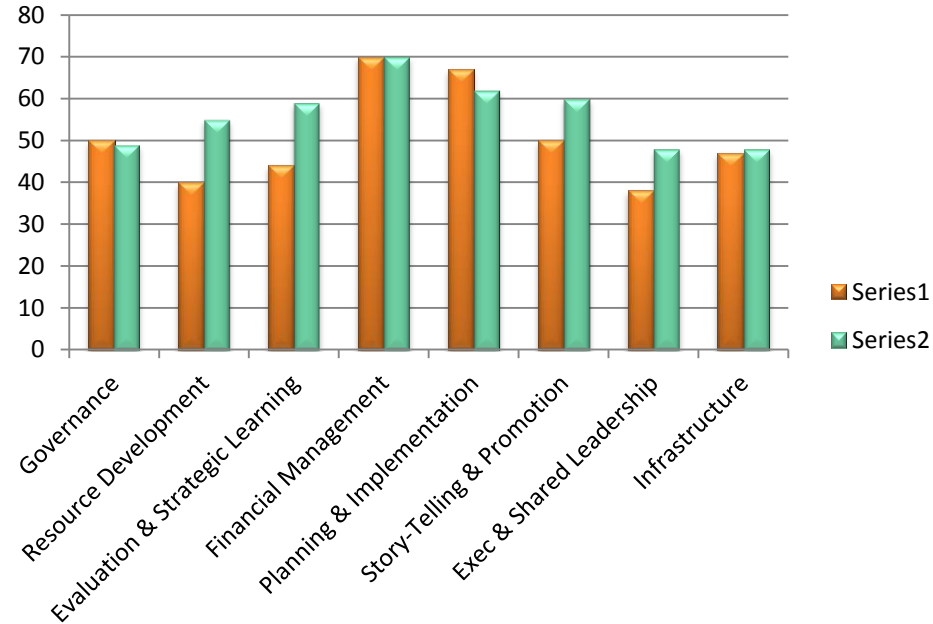
AVERAGE SUSTAINABILITY SCORE:

2015	2016
59.3	66.0

On average, 2016 data indicate that the 45 grantee partners will benefit from targeted capacity-building in these areas :

- Infrastructure
- Exec & Shared Leadership
- Governance

Average Rating, Pre and Post Across 45 Orgs



Significant One-Year Gains

- Resource Development +.37
- Eval & Strategic Learning +34
- Exec & Shared Leadership +26
- Story-Telling & Promotion +20

This page simulates what we expect to see grantee partners achieve in one year, following focused attention on their specific growth opportunities.



SEEDing SUSTAINABILITY

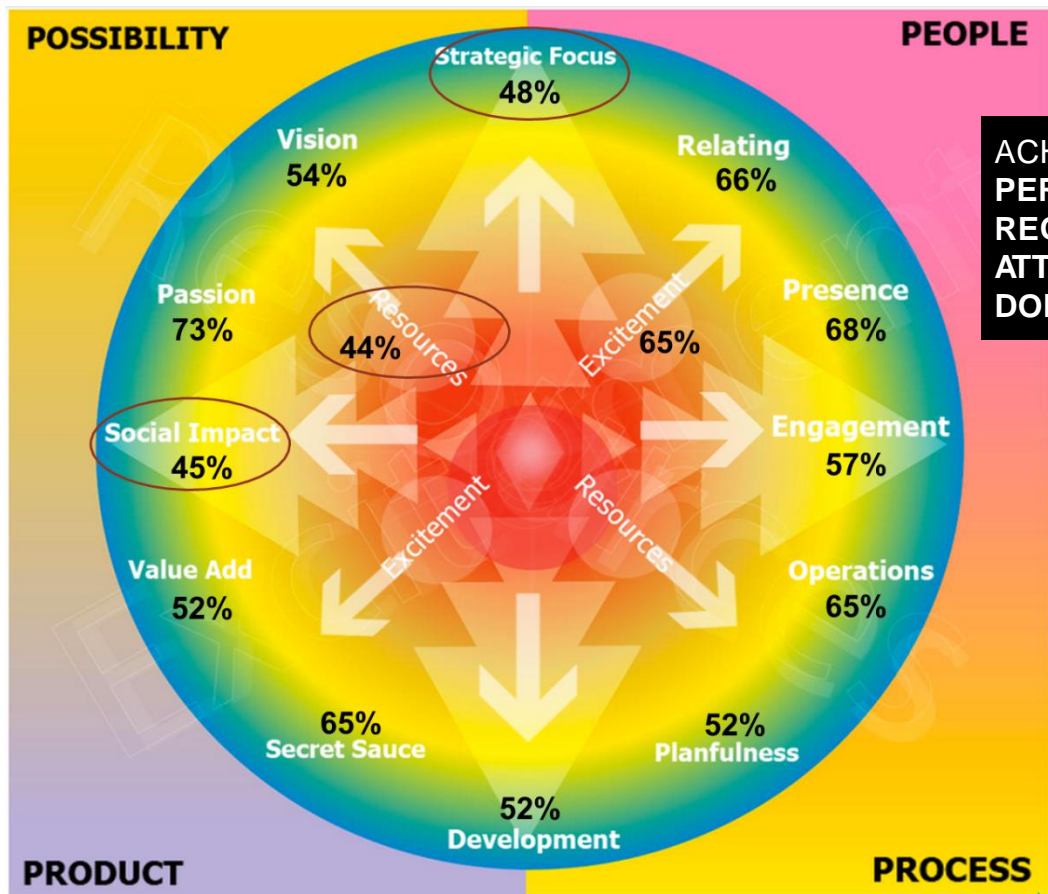
Capacity-Building Themes for Focused Attention

BASELINE
November 2015

Team member 4P ratings indicate that attention is needed to develop:

POSSIBILITY

ACHIEVING HIGH PERFORMANCE REQUIRES EQUAL ATTENTION IN 4P DOMAINS



FOCUSING QUESTIONS

STRATEGIC FOCUS: Are the team's daily priorities aligned with long-term vision?

SOCIAL IMPACT: Are we sufficiently influencing individuals, organizations and systems and reporting return on investments?

RESOURCES: Are human, financial, programmatic, technical and operational resources in place to realize our vision?

Attention to raise these scores will increase overall capacity and sustainability.

Repeating the SEEDing Sustainability™ assessment each year will reveal quantifiable gains and next growth opportunities.

[Explore 4P Growth Opportunities](#)

SAMPLE REPORT PER GRANTEE PARTNER:

This is an example of data that has been provided for each grantee partner.

The pie chart shows how the organization is fairing with regard to SEED's 4P's for growing social impact.

The bar graph pinpoints capacity-building strengths and need across eight elements for sustainability.

