

## Staffing Assessment

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An organization is only as strong as its foundation. A talented and successful workforce is integral to the organizational foundation. Staffing inconsistencies can impact the effectiveness of an organization, and with a shortage of capable leaders in the nonprofit sector, it is important to ensure that the right people are in the right roles and the team structure meets the organization's needs.

Our **Staffing Assessment** services will help measure the current effectiveness of your organization's team and provide recommendations on how to best improve staffing structure and support the mission moving forward.

A thorough assessment can position your organization for tremendous growth and impact in the future, and KEES tailors every staffing assessment to meet each organization's specific needs. KEES has expertise working with leadership teams as a whole, as well as individual teams in a variety of functional areas, including Development, Finance, Human Resources and Programs.

**“Strategies don't  
run your  
organization;  
people do.  
Attract, motivate,  
and engage the  
RIGHT team.”**

### OUR FOCUS OF ACTIVITY

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- 🔗 Analyze department structure, what roles exist, what gaps are evident, what structure is needed for the future.
- 🔗 Review job descriptions for alignment with current work and relevance to each role.
- 🔗 Evaluate compensation in a comprehensive approach through market-benchmarking, analysis of benefits, educational needs, etc.
- 🔗 Assess each employee's fit in their current role and as part of the team as a whole.
- 🔗 Prepare and present a final report outlining results and high-level recommendations.

**We look forward to unlocking your organization's full potential!**

