

Your Organization's Strategic Plan

Strategic planning is consistently ESC's most popular service. A strong strategic plan can help organizations stay on track. It can be used as a way to meet and manage their goals. ESC specializes in strategic planning with a customized approach to meet organizations specific needs. ESC consulting teams assist the client in data-gathering and analysis, identification and prioritization of tasks, establishing agreed action steps targeted to desired, achievable, measurable outcomes.



ESC has forty years of experience leading the strategic planning projects for Chicagoland nonprofits. Over that time our process has continuously evolved to meet the challenges of our philanthropic community.

ESC's consulting team of Tom Lamb, Joan Parrott-Sheffer, and Chris Hauri just completed a successful strategic plan for a Chicago private school. The school's leadership team gave the team the highest feedback scores possible on ESC's anonymous client feedback form. The school's director described the team as, "very professional and pleasant to deal with, and kept us accountable throughout the process, the first part of which was fairly chaotic on our end." When reflecting on the project, Joan Parrot-Sheffer said, "The school's strategic planning team was very strong and committed. Pairing their passion and knowledge with our deep strategic planning experience made for a very successful engagement. " Congratulations to Tom, Joan, and Chris on their great work.

If you would like to learn more about how ESC can help your organization with a strategic plan or our other services please contact us at 4org.org.

ESC Consultant Spotlight: Jane Grady

Prior to joining ESC, Jane was the Associate Vice President for Human Resources at Rush University Medical Center. During her tenure of 42 years, her career encompassed two different phases. Initially, she administered two different children's programs at Rush: one therapeutic, the

Department of Child Life Therapy, and the other educational, the Laurence Armour Day School. In both of these positions, she worked closely with many governmental and nonprofit agencies, giving her an understanding of the kinds of challenges faced by community organizations.



The other phase of her career was in Human Resources. She held executive roles in leading employee and labor relations, recruitment and career services, employee training, and organization development. In addition, Jane was an Assistant Professor in the Department of Health Systems Management where she was a course director and co-chaired one of Rush University's strategic planning committees.



Jane joined ESC in May 2014 and has completed ESC training in Consulting Skills, Facilitating Small Workgroups, Coaching/Mentoring, and Advanced Consulting.

Active in the community, Jane is the past President of the Chicago Metropolitan Association for the Education of Young Children, the former Active Committee Chair for Action for Children, and the Founder and former Co-Chair for Quality Alliance for Children.

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Best Practices Learned in the Chicago Nonprofit Merger

In early 2017, WomenOnCall (WOC) made the strategic decision to shift its focus to the Chicago market and to identify local partner(s) to ensure deeper impact.

WOC had a strong foundation on which to build including over 3,000 registered volunteers nationwide with 1,615 in Chicago. WOC maintained a positive reputation in the nonprofit sector resulting in 600 Chicago nonprofit partners.

WOC wanted a partner with a similar vision, complementary expertise, and strong roots in Chicago. Chicago Cares sought to expand its skills-based volunteer offerings to increase its impact.



When considering potential merger partners, WOC's leadership focused on impact, efficiencies, and growth. WOC's key assets were its existing leadership and

technology. WOC wanted mission alignment and sustainability in a partner, all found in Chicago Cares. Since 1991, Chicago Cares has mobilized more than 600,000 volunteers, completed more than 40,000 volunteer projects and helped more than 1,000 local nonprofits and schools deliver on their missions.

"By combining efforts, we can accelerate our work, particularly with many of Chicago's community-based organizations. We are excited to grow to include all professionals interested in volunteering their skills, and we see the great value that this merger will bring to our nonprofit and volunteer members, as well as to the broader Chicago community," said Andrea Ziel, former Executive Director of WomenOnCall and current Director of Skills for Good at Chicago Cares.

Merger due diligence included the sharing of key documents, values, guiding behaviors, and audits. In planning the merger, the team agreed to a timeline which included regular calls and benchmarks. Key goals included the development and execution of a communications plan, branding plan for the new Skills for Good that would emerge from WOC at Chicago Cares, and creation of a program budget. The three-year roll out plan focuses on integration, marketing and refinement, and expansion in chronological order.

The new technology platform for Skills for Good will launch on ChicagoCares.org late in 2018. Skills for Good anticipates facilitating nearly \$1 million in pro bono service for the Chicago community by the end of 2018.



To learn more about nonprofit best practices and to work with ESC visit 4org.org.

www.ExecServiceCorps.org

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