Organizational Development

Program Action - Logic Model

**Inputs**
- Curricular materials
- Faculty/staff time
- Expertise
- Financial resources
- Evaluation & support
- Volunteers
- Partnerships

**Outputs**
- Activities
- Participation

**Outcomes - Impact**
- Short Term
- Medium Term
- Long Term

**What we invest**
- Curriculum
- Faculty/staff time
- Expertise
- Financial resources
- Evaluation & support
- Volunteers
- Partnerships

**What we do**
- Workshops & training events
- Individual consulting
- Training
- Web-based resources
- Evaluation

**Who we reach**
- Potential and existing non-profit organizations—staff, board members, and others affiliated with the organization

**What the short term results are**
- Learning
- Development of goals and objectives
- Learning about resource generation
- Learning about organizational effectiveness

**What the medium term results are**
- Action
- Changes in organizational processes and procedures
- Effective collaboration (partnership)
- Leverage of resources
- Organizational goal attainment

**What the ultimate impact(s) is**
- Conditions
- Non-profit organizations effectively support and contribute to overall viability of the community

**Assumptions**

**External Factors**

**Evaluation**
Focus—Collect Data—Analyze and Interpret—Report

- Increased diversity and inclusion: no. of participants & communities
- No. of participants reporting new leadership roles and opportunities undertaken
- No. of plans developed and adopted & dollar value of plans
- Percent of plans/goals implemented, attained, & legally adopted
- No. of jobs created &/or retained and their attributed dollar value
- Volunteer hours generated and attributed dollar value
- Programs and activities initiated/completed and attributed dollar value
- Efficiencies or dollars saved
- Dollar value of grants and resources leveraged/generated