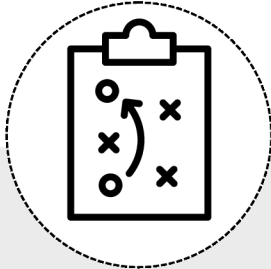


TRUE CHANGE

ORGANIZATIONAL MANAGEMENT OVERVIEW

PLAN



- Assess the current team structure, dynamics, and decision-making processes.
- Review policies, operational challenges, and other barriers limiting efficiency.
- Evaluate roles, responsibilities, and workflow processes.
- Create a strategic roadmap aligned with the organization's mission and long-term goals.

BUILD



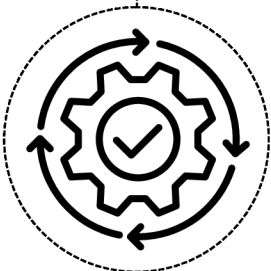
- Establish clear operating frameworks and governance structures.
- Lay the foundational systems that support long-term organizational success.
- Develop policies and best practices that create consistency and sustainability.
- Equip key team members with the tools to lead and delegate effectively.

EXECUTE



- Implement oversight mechanisms and follow-through structures.
- Ensure that operational systems, policies, and workflows are adopted and reinforced.
- Establish clear communication channels to support collaboration and delegation.
- Reinforce accountability by ensuring tasks are tracked and completed efficiently.

EVOLVE



- Monitor key performance indicators (KPIs) and organizational health metrics to track progress.
- Adapt structures, workflows, and models based on real-time feedback and data.
- Strengthen pipelines through structured onboarding processes for staff, board members, and volunteers.
- Provide ongoing guidance and refinement to enhance team effectiveness and organizational sustainability.