

## our STORY

After spending more than 15 years founding and running nonprofit organizations, Matt Kamin and Allison Fuller found themselves encountering the same issues over and over: **great missions hampered by leadership transitions, strategy without data, and staff who weren't trained to be leaders.**

We have learned that none of these factors stand alone; that it takes just the right combination of leadership, talent, and strategy to make missions work. What started as a consulting company focused on interim management has blossomed into a suite of comprehensive leadership services designed to empower nonprofits to better leverage existing resources for stronger results.

Whether it's an executive search, a board retreat, or a strategic plan, we engage data-driven solutions and cutting edge technology to galvanize leadership and create actionable strategies that strengthen impact and create sustainable growth.

## our TEAM

Our small, but mighty team brings years of experience and passion for the nonprofit sector. Our diverse talents and interests give us a comprehensive view on each organization we serve.



Matt Kamin



Allison Fuller



Suzanne Elliott



Julie Ha Truong



Tiffany Garcia



Rosie Chuong

## inspired LEADERSHIP

That's what takes nonprofit organizations from **good** to **incredible**. We believe it takes more than a village; it takes **tenacity**, **creativity** and **integrity** to make even the smallest **impact**. That's why we're **passionate** about charity. This isn't our job, **it's our mission**. We help **build leaders** and organizations who **grow, innovate, and inspire**.

We are professionals dedicated to providing leadership, strategy and talent solutions tailored specifically to the nonprofit sector. Our broad spectrum of services will help increase revenues, expand awareness, and strengthen service delivery.

**Together we can do more good.**



## meaningful DATA

Our experience inside the sector gives us an invaluable vantage point when gathering data. From 990s to job descriptions to org charts and profit and loss statements, we analyze dozens of points of data when working with our nonprofit partners. Better data improves the way organizations on-board new executives, aligns vision on the board of directors, and sets the stage for more impactful strategic planning.



Envision's innovative survey process provides unparalleled insights into a changing leadership landscape. This data-driven approach helps identify not only the characteristics of ideal candidates in a search setting, but the current environment, perceptions and challenges in an organization. We include all stakeholders, creating an inclusive approach for every engagement. This analysis also provides insights on shared strategic initiatives, role divisions, accountability parameters and weak spots in leadership that are invaluable in nearly every situation.

## integrated SOLUTIONS



Too many planning sessions and retreats don't look at the whole picture. To help staff and board with implementation and accountability, it's vital that there is not just action planning, but also support processes to set everyone on a clear path forward, including resources needed, benchmarks and check-ins. We create holistic solutions that considers all aspects of the organization, diagnoses issues, identifies opportunities and propels organizations with a clear and robust process supported by knowledge, resources and people that will power the future.

## leveraging TECHNOLOGY



Serious results take serious investment. That's why we use cutting-edge tools and technologies in our service delivery. Whether its Dropbox for shared file access, Greenhouse for anonymized candidate scorecards, LinkedIn Recruiter for passive candidate search or SurveyGizmo for data analysis, we work hard to ensure data integrity, accessibility, and integration into everything we do.




We know what it takes to run nonprofits.

No other search firm provides the full range of our expertise when it comes to nonprofit leadership. Our search goes beyond “filling seats” to ensure we find not just a great candidate, but the right candidate for your organization. We use a unique blend of organizational assessment, leadership development, structured process, cutting-edge technology and unbiased data create an unparalleled search experience and results.



## *executive* SEARCH



Envision partners with your leadership team and board to build clarity and consensus around transition goals utilizing an innovative recruiting process and sophisticated tools to extract the most ideal candidates. Our recruiting strategy is careful and exacting, targeting only a handful of eminently qualified individuals and reaching out to them individually. While other recruiting firms receive only a 17% response to mass-email requests, diluting your candidate pool, Envision boasts a 60% response rate\*.

After placement, you'll not only receive a customized one year plan, we also offer leadership consulting to you and your organization during the entire guarantee period - something no other search firm can match.

*\*As per LinkedIn Recruiter reports*

## *organizational* STRATEGY



Our strategy consulting diagnoses issues, identifies opportunities and leads the way forward with a clear and robust plan supported by knowledge, resources and talented leadership. Our three-step approach, which involves assessing, building a blueprint and offering implementation support, leads to shared visions, greater financial stability, stronger infrastructure, and ultimately, the success to fulfill your mission.

## *board & talent* DEVELOPMENT



The best leadership development starts with personal development. We help board and leadership perform optimally, achieve better accountability and build leadership capacity with a goal-focused, outcome-driven development program. Our process includes the creation of personal leadership philosophy and skill mastery that can help accelerate organizational results while also building careers.

For the board, we offer retreats and workshops focused on actionable outcomes. For individuals, we offer executive coaching and team trainings.





**Your organization deserves an innovative and inspiring leader.**

Shouldn't the search to find that perfect person be just as innovative and inspiring? No other recruiter provides the full range of our expertise when it comes to our executive search. A unique blend of organizational assessment, leadership development, structured process, cutting-edge technology, and unbiased data create an unparalleled search experience and results. Our search goes beyond "filling seats" to ensure we find not just a great candidate, but the right candidate for your organization.

## assess & DEFINE



We set the stage for a successful executive search by starting with conducting a comprehensive analysis with staff and board members to understand the organization's leadership and accountability structure. Utilizing the survey summation, data-driven decisions are made to define a candidate profile and to update the job description.

## recruit & SOURCE



On average, recruiters who reach out to viable prospects for a job opening get an 8% response rate. We beat that average by 7 times the amount at 60%. The Envision difference? Our messages aren't cold cookie cutter introductions - they're carefully crafted messages unique to each prospect.

## interview & ANALYZE



The pool of candidates go through a series of tiered interviews: behavioral phone and face-to-face. Our applicant tracking system, Greenhouse, encompasses a rating tool used to determine whether candidates fit the needs of the position and organization and if the culture is a good fit for both parties.

## executive PANEL



Top prospects are selected for the executive panel where the organization's search committee is scheduled with a full day of final interviews and unique presentations developed by each candidate. Every search committee member is equipped to determine their next executive leader utilizing a final candidate book and a digital scorecard.

Connect with us to get started:

Allison Fuller | [allison@envisionnonprofit.com](mailto:allison@envisionnonprofit.com)

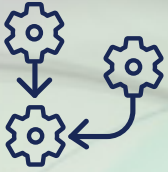
Matt Kamin | [matt@envisionnonprofit.com](mailto:matt@envisionnonprofit.com)



**Your mission is to change the world. Our mission is to make that possible.**

We believe in the power of asking good questions to the right people – and then truly listening to the answers. These insights from many different perspectives within and beyond your organization are the foundation for creating an actionable plan that gets results.

## assess & DEFINE



Envision's comprehensive research process is informed not only by hundreds of points of data, but through holistic conversations. We engage with board, staff, and other stakeholders, gathering information that helps us understand your organization's strengths and weaknesses. Next, using the insights and data we compiled, we uncover trends and observations that illuminate your organization's current situation. Armed with this knowledge, we then make recommendations and work with you to determine goals and metrics and jumpstart plan development.

## custom BLUEPRINT



The best plans combine analysis and creativity with best practices and innovation to illustrate a clear blueprint for your organization. Our services span a wide range of organizational plans, including strategic, operational, marketing and communications, resource development and more. Each plan is customized to meet the needs of each organization and includes goals, strategies, tactics, owners, timeline, evaluation and budget.

## implementation SUPPORT



We help organizations bridge from planning to implementation by developing materials, conducting research, and providing initial support to kick off your efforts. Our implementation support services typically last for 30-90 days after a plan is delivered.

Connect with us to get started: Principal Suzanne Elliott | [suzanne@envisionnonprofit.com](mailto:suzanne@envisionnonprofit.com)



Equip your team. Your mission deserves it.

Whether it's you, your board, leadership, or staff, we all need to be equipped to perform at our best. Envision's experienced talent development team designs solutions that are customized to meet your unique goals and help you thrive. Our signature approach involves data-driven problem solving, immediately applicable solutions, and hands-on exercises. Give you and your team opportunities to gain new perspectives and master skills that inspire teams, improve productivity, and advance your mission.

## assess & DEFINE



We start by taking a pulse on the current status, what you're looking to accomplish, and possible approaches to get to the root of the issue. The process often illuminates new perspectives or possibilities.

We're not just looking for careers to grow, but also underutilized strengths we can leverage.

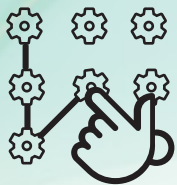
## custom BLUEPRINT



Gain a tailored talent development strategy that leads to real results to meet your personal and organizational goals. Receive professional development strategies that clarify learning objectives and content focus areas.

Together we identify key needs of growth to focus on the learning content and methodologies to accelerate impact.

## implementation SUPPORT



Our talent development solutions are focused on real-time application for immediate results. Each session is designed to meaningfully engage participants, allow the learning to stick, and inspire people to achieve their best.

We look forward to working with you to design your talent development program. Solutions typically include one or more of the following:

- One-on-one coaching for executive and board leaders
- Training and/or coaching for boards and executive leaders
- Training and/or coaching for managers and supervisors
- Retreat/meeting facilitation for teams

Connect with us to get started: Principal Julie Ha Truong | [julie@envisionnonprofit.com](mailto:julie@envisionnonprofit.com)