

**CONNECTED
FOR CHANGE**
POWERED BY HANDSON TWIN CITIES

IMPACT Report HR Day

26

Pro bono
volunteers

7

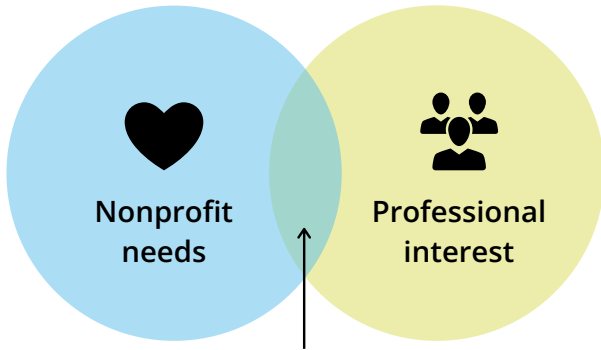
Nonprofits

6

Hours

HR Day Overview

On March 15th, 2024, HandsOn Twin Cities paired local nonprofits in need of capacity-building support with teams of HR experts to tackle HR-related challenges and develop solutions. With this additional capacity-building support, we're helping create a stronger community for all!



**A win-win scenario
through skills-based volunteering**

**Pro Bono Value Delivered
at HR Day***

\$40,560

Impact

90% of volunteers said they gained a deeper understanding of how pro bono can accelerate social impact.

100% of nonprofits said their deliverable would address the organization's challenge.

100% of volunteers said they were satisfied with their overall volunteer experience.

100% of participants - both nonprofits and pro bono volunteers - would recommend getting involved.

"What was most impactful to me personally is the energy that the volunteers brought to the room in order to assist me with the compensation challenges that we have. I was very motivated by their actions, knowledge, and definitely looking forward to being part of the volunteers instead of the receiving end.." - Nonprofit Participant

Thank you to the nonprofits and pro bono consultants that partnered with us!



*Standard valuation of \$195/hour; Time assumption includes 6 hour event and an average of 2 hrs prep

Impact

Sampling of deliverables from the day...

General HR

- HR & Leadership team analysis of partnership
- Identify resources for new HR staff
- Templates for job descriptions & performance improvement plans

HR Policy Creation

- Comprehensive 30 page employee handbook.

Compensation Analysis

- Strategy Work
- Created guiding principles around DEI, transparency, trust, cultural, etc.
- Admin criteria/process creation

Board Recruitment

- Job analysis for current board members
- Identify future positions needed.
- Job Descriptions
- Governance Structures
- Recs & resources for new board members

HR Functions Analysis

- Identify gaps & priorities in the internal department
- Goal setting process
- Performance management documentation

From pro volunteers...

"As consultants, several of us commented that it was so refreshing to be able to "DO" our craft without the hierarchy and multiple levels of "approvals." This felt inspirational and worthy - that we could complete a whole project in a very short period of time."

"Always a great experience. Very rewarding and left with a strong sense of accomplishment in helping the nonprofit."

"My fourth year and I still love it!"

From nonprofit participants...

"I enjoyed making connections in other companies that may be beneficial for our organization."

"The team was so organized and I walked away with items we can put to use right away."

"That we all worked together so well and efficiently to get so much done in a short period of time."



Hands On
TWIN CITIES

**Thank you to our 2024
Connected for Change
Series Partners!**

