

TCC Group's CCAT®

Strengthening organizations to achieve greater impact

Nonprofits need an accurate and comprehensive assessment of their strengths and challenges in order to know how to build capacity within their organizations.

TCC Group's Core Capacity Assessment Tool (CCAT) is the leading online assessment for measuring nonprofit effectiveness in relation to the four core capacities crucial for organizational success – adaptive, leadership, management, and technical – as well as organizational culture.

The CCAT process provides unparalleled insight into your nonprofit's strengths and challenges, and pairs that insight with a facilitated discussion, led by a certified CCAT facilitator. The CCAT interpretation helps your organization's leadership drive change, pursue priorities, and sustain impact.

The CCAT has been used by over 7,000 nonprofits to build capacity, strengthen operations, and deliver on their missions.

“The CCAT was transformational for our complex organization. Though we've been in business for 30 years, we didn't have a good way to fully assess our capacity needs. This process gave us the language and structure to dig deep into our infrastructure to pinpoint vital opportunities for advancement. Our Board of Directors is very pleased. I encourage other groups to take advantage of this great tool!

—Colorado Coalition for the Homeless

HOW WILL MY ORGANIZATION BENEFIT FROM THE CCAT®?

- **Assess your organizational effectiveness**, determine your internal strengths and challenges, and identify priority areas of focus to increase mission-driven impact.
- **Create a capacity building action plan**, which includes a list of prioritized recommendations, along with strategies to accomplish them.
- **Engage board members and staff in guided conversations** on how to strengthen your organization.
- **Evaluate your capacity building efforts** by comparing and re-assessing your organization's growth over time.
- **Frame and guide strategic planning** and the future direction for your nonprofit by understanding areas of success and organizational capacity challenges.

“Those experienced with using tools agree: the actual tool used for assessing organizational capacity is far less important than the process in which it is used... **Tools works best when the process is facilitated by a skilled consultant.**

—A Guide to Organizational Capacity Tools
Informing Change

HOW DOES THE CCAT® WORK?

The CCAT relies on the input of senior leaders at your organization. Senior staff and board members familiar with how your nonprofit operates are invited to anonymously complete an online survey. No preparation is required and the survey takes approximately 40 minutes to complete.

Once all participants complete the assessment, the CCAT synthesizes the survey data into a detailed findings report that you can download.

The CCAT report is designed to help your organization identify its strengths and target its areas for improvement. It includes an analysis of your organization's performance across the four core capacities and your organization's lifecycle placement – which contextualizes its current capacity building needs to guide the development of a capacity building action plan designed to continue moving your organization through this cycle with personalized recommendations to help address key challenge areas.

The CCAT has been taken by thousands of nonprofits, so your nonprofit can compare its scores and benchmark effectiveness across peer organizations from our database.

WHAT MAKES THE CCAT® UNIQUE?

Unlike standalone tools, TCC Group's CCAT offers participants access to an interpretation session, led by a certified CCAT facilitator. This session engages board and staff members to deepen their understanding of organizational challenges and reach consensus on key priorities. The result is an actionable plan for building capacity and sustaining impact.

Our core capacity assessment model was developed over decades of research and evaluation of capacity building initiatives in the nonprofit sector. The CCAT is a statistically-validated organizational capacity assessment, so your nonprofit can rely on an accurate and meaningful report that reflects where you are and provides guidance on your next steps.

TCC Group consultants and our international network of certified CCAT facilitators bring deep experience in nonprofit capacity building to this process. We go beyond assessment to turn data into action.

Learn more about the CCAT at www.tccgrp.com/resource/ccat, and contact us for more information about our additional organizational tools.

ABOUT TCC GROUP

TCC Group collaborates with leaders to solve complex social problems. As a mission-driven consulting firm and certified B Corporation, TCC Group partners with foundations, nonprofits, and companies to propel positive social change through strategy, capacity building, initiative design, strategic communication, management, and evaluation.

We design and implement solutions for social impact by immersing ourselves in interconnected communities and systems, co-creating innovative and effective processes, and applying and sharing our experience with the field.

Learn more at tccgrp.com.