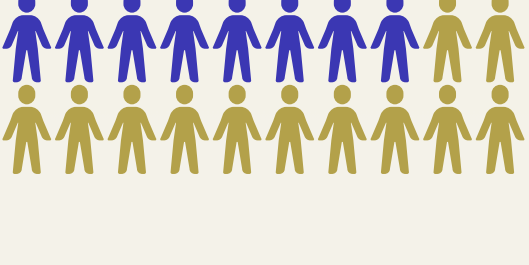


# End of Year 2023 Dashboard

## Problems in Animal Protection



**40%**  
of staff leave because of  
**Leadership<sup>1</sup>**



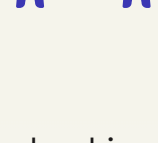
Short Tenure  
**2.3 yrs**

## Common Org Challenges



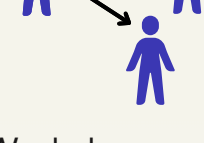
## Scarlet Spark Solutions\*

### 1 on 1



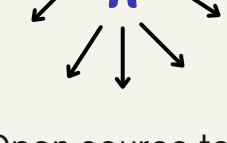
Leadership and org design consulting tailored to one nonprofit at a time

### 1 to Many



Workshops and office hours open to leaders across different orgs

### 1 to All



Open source tools, templates, and guides accessible to everyone

**\*and we do it all for free!**

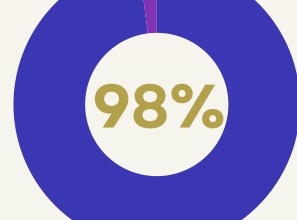
## The Results

### 1 on 1



**22**

Organizations Served



**98%**

Client Satisfaction Score

### Most Frequently Designed Systems

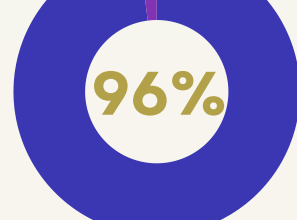
1. Role descriptions
2. Strategic planning
3. Goal-setting

### 1 to Many



**67**

Organizations Served



**96%**

Client Satisfaction Score

### Most Requested Workshops

1. Feedback Skills
2. Leadership Essentials
3. Strategic Thinking

### 1 to All



**147**

Tool Downloads



**30**

Tools Created

### Top 3 Tools

1. Retrospectives
2. Mission, Vision, & Values
3. Feedback Norms

## Most Common Issues Addressed

role clarity

employee crisis

feedback

strategic planning

internal communications

mission, vision, & values

employee termination

diversity, equity, & inclusion

performance assessment

compensation

public speaking

recruiting & hiring

leading change

goal-setting

onboarding

leadership skills

## Workshops Taught



**42**

Workshops



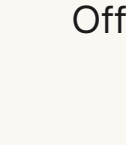
**16**

Topics

### Top 3 Challenges

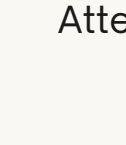
1. Coaching & development
2. Feedback skills
3. Goal-setting & tracking

## Office Hours Provided



**16**

Office Hours



**59**

Attendees

### Top 3 Challenges

1. Prioritization & time management issues
2. Goal-setting & tracking
3. Employee development

## Testimonials

“The detailed and close look at typical management challenges or trouble spots has helped our team of managers (about 8 people) considerably by answering common questions and providing us with an effective toolkit to address these challenges. We were lucky enough to have attended 5 dedicated sessions, which were incredibly well-received by the entire team. Scarlet Spark is an amazing resource for our movement and has helped our organization tremendously.”

### 1 on 1 Client

Vandhana Bala  
Global Food Partners

“Scarlet Spark team is very professional, and the program is designed to be short but with great tools and practices. It helped me recognize my strengths as a leader, and my areas of opportunity and obtain the tools to lead and understand the brain processes better. Additionally, I managed to make very good connections with other advocates.”

### 1 to Many

Marbella Fernández  
Mercy for Animals Mexico

“The animals and their advocates are extremely fortunate for Scarlet Spark to have joined the effort. [Scarlet Spark] is instrumental in changing aspects of our culture and organizational practices - and all for the better, no less.”

### 1 on 1 Client

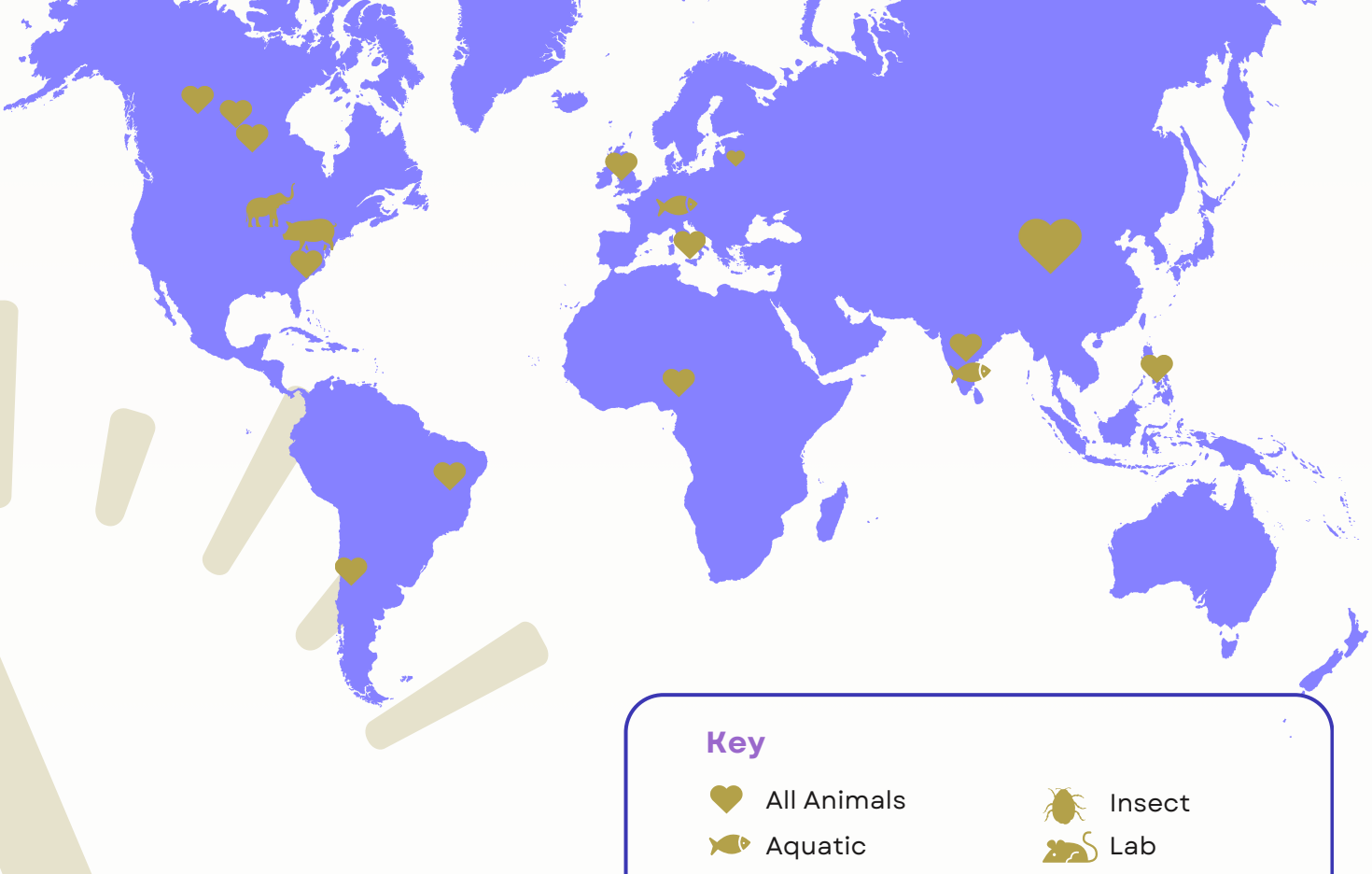
David Ebert  
Animal Defense Partnership

“Scarlet Spark office hours are an invaluable resource and a genuine pleasure to attend. [They] have provided a warm, inviting and collaborative space for leaders in the animal advocacy movement to share their challenges and receive thoughtful, actionable advice. We've used Scarlet Spark's Role Description Template to draft more transparent and informative job postings, and to set clear expectations when onboarding new employees. From optimizing hiring and onboarding processes to fostering equity and inclusion in the workplace Scarlet Spark has helped me continually improve our culture and people operations practices at Animal Charity Evaluators.”

### 1 to Many

Charlie Messinger  
Animal Charity Evaluators

## Types of Orgs Served



### Key

♥ All Animals

🐟 Aquatic

🐕 Companion

🐔 Farmed

🦋 Insect

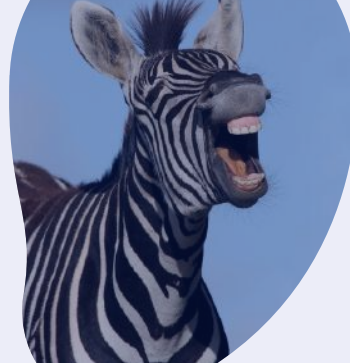
🐭 Lab

🐘 Wild



**Want to help more organizations benefit from Scarlet Spark?**

[Donate](#)



<sup>1</sup>Faunalytics. (2020, August 14). The State Of Animal Advocacy In the U.S. and Canada: Experiences & Turnover. Retrieved from osf.io/erfpv



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