



# Results Team Program

## A Program for Achievement Building

The Results 1st Results Team Program equips participants with the tools they need to define, track, verify and report on the results they achieve. Program teams serve as the action arm of an organization's mission- the reason the organization was created to begin with. However, professional development opportunities and actionable resources for program teams are limited or non-existent.

Think about this- nonprofit fundraisers have access to a plethora of professional development opportunities such as the Association of Fundraising Professionals. Fundraisers also have their own certification- the Certified Fund Raising Executive. Public relations and human resources professionals also have similar opportunities. However, there is nothing that exists to assist program teams to know the results the organization was created to achieve... Until now.

The Results Team Program (RTP) is for program teams and other staff who play an active role in the creation, delivery, and determination of results. Each team will use Results 1<sup>st</sup> tools to define, track, verify and report on the results of a new or strengthened program through project-based learning and practice.

The RTP consists of a series of workshops and individual consulting huddles over a 4-month period followed by quarterly check-ins for the next 6-months to support the sustainment of gains and use of Results 1<sup>st</sup> tools. At the end of the first four months, teams will participate in a Results Showcase where they present their project's results and learnings to the RTP's investor(s) and other stakeholders from the community. The Results Showcase provides organizations with the opportunity to engage and connect with their community's investors.

Criteria and application process for nonprofits' participation is determined by each RTP's investor.

### **Results**

Each team will be equipped with practical tools and resources that can be used long after the completion of the RTP to do the following:

- Define success with specific targets for achievement for those they serve.
- Design their program and approaches to intentionally achieve those targets.
- Create a prototype to increase gains where conventional processes have failed. Prototypes have four advantages over conventional planning:
  - Designers and planners become clear on their customers and their requirements.
  - Prototyping encourages collaboration.
  - Key assumptions can get tested before it is costly or impossible to change them.
  - Prototypes save time and build energy.
- Establish milestones to ensure their program/prototype is on track.
- Verify early successes and course-correct along the way.
- Track results by using the Tracking to Success method.
- Tell their results stories.