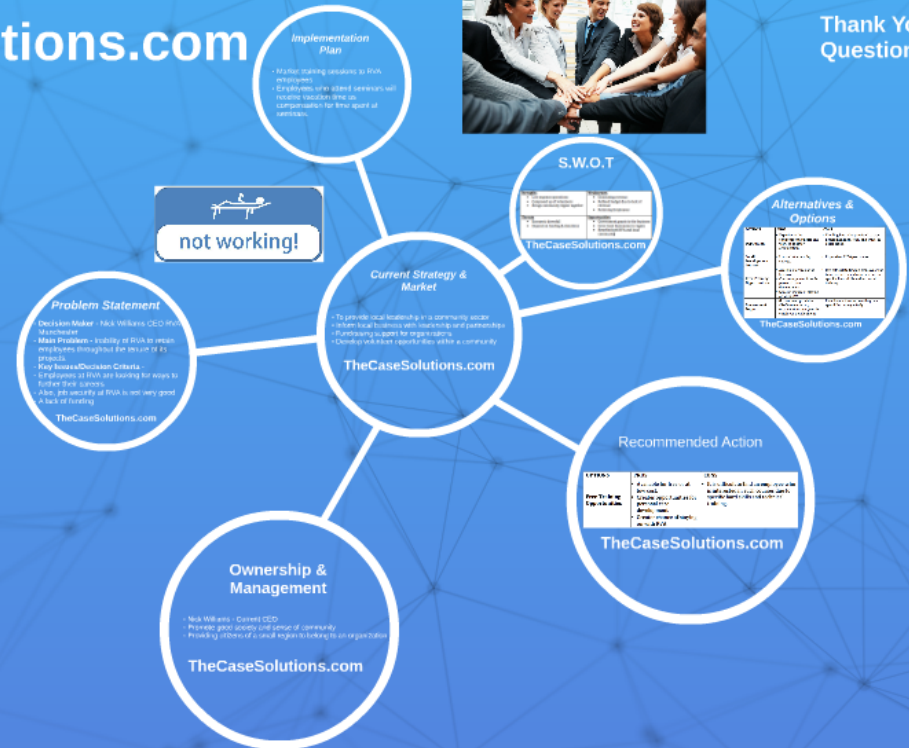


# Training and Development at RVA: A Nonprofit Organization

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Thank You!  
Questions?



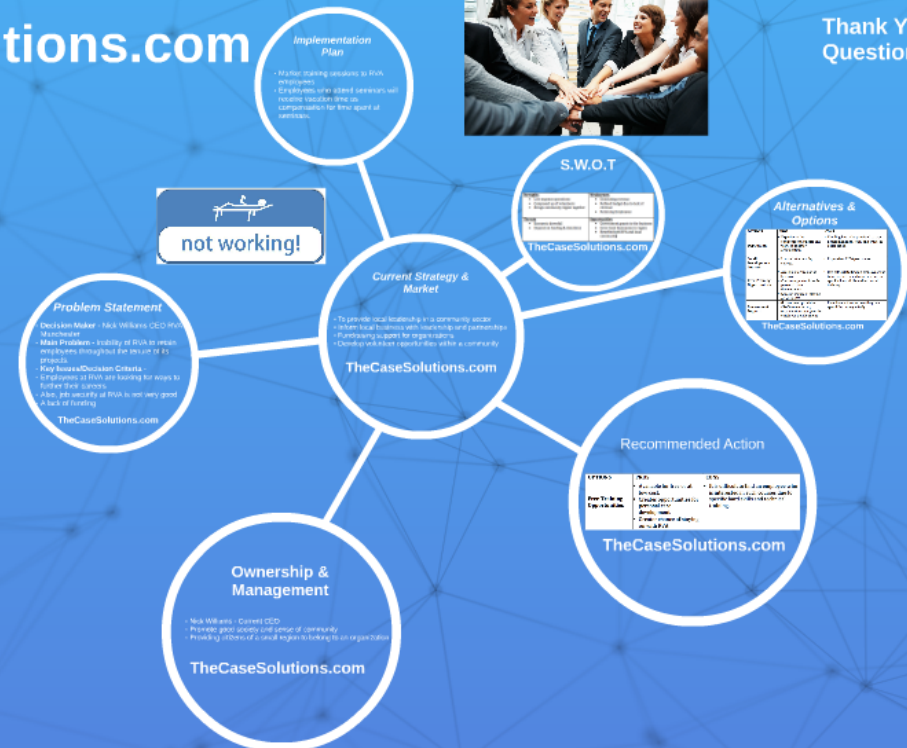
- Overview
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  - Implementation Plan
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# Overview

- Problem Statement
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# ***Problem Statement***

- **Decision Maker** - Nick Williams CEO RVA Manchester
- **Main Problem** - Inability of RVA to retain employees throughout the tenure of its projects.
- **Key Issues/Decision Criteria** -
  - Employees at RVA are looking for ways to further their careers
  - Also, job security at RVA is not very good
  - A lack of funding

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# Ownership & Management

- Nick Williams - Current CEO
- Promote good society and sense of community
- Providing citizens of a small region to belong to an organization

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## *Current Strategy & Market*

- To provide local leadership in a community sector
- Inform local business with leadership and partnerships
- Fundraising support for organizations
- Develop volunteer opportunities within a community

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# S.W.O.T

<b><u>Strengths</u></b> <ul style="list-style-type: none"><li>• Low expense operations</li><li>• Composed up of volunteers</li><li>• Brings community region together</li></ul>	<b><u>Weaknesses</u></b> <ul style="list-style-type: none"><li>• Generating revenue</li><li>• Refined budget due to lack of revenue</li><li>• Retaining Employees</li></ul>
<b><u>Threats</u></b> <ul style="list-style-type: none"><li>• Economic downfall</li><li>• Depend on funding &amp; donations</li></ul>	<b><u>Opportunities</u></b> <ul style="list-style-type: none"><li>• Government grants to the business</li><li>• Grow local businesses in region</li><li>• Benefits both RVA and local community</li></ul>

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# Alternatives & Options

OPTIONS	PROS	CONS
<b>Deputation</b>	<ul style="list-style-type: none"><li>• Experience the environment, culture and work of another organization.</li></ul>	<ul style="list-style-type: none"><li>• Funding has to be provided to pay accommodation, food, and travel to other cities.</li></ul>
<b>Small Development Courses</b>	<ul style="list-style-type: none"><li>• Located at a near by college.</li></ul>	<ul style="list-style-type: none"><li>• Expensive; £200 per course.</li></ul>
<b>Free Training Opportunities</b>	<ul style="list-style-type: none"><li>• Available for free or at low cost.</li><li>• Creates opportunities for personal care development.</li><li>• Greater chance of staying on with RVA</li></ul>	<ul style="list-style-type: none"><li>• It is difficult to find an employee who is interested in such courses due to specific hard skills and technical training.</li></ul>
<b>Government Support</b>	<ul style="list-style-type: none"><li>• Government provides £2000 to voluntary organizations per year for employee development</li></ul>	<ul style="list-style-type: none"><li>• RVA does not know how they can spend the money wisely</li></ul>

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# Recommended Action

OPTIONS	PROS	CONS
<b>Free Training Opportunities</b>	<ul style="list-style-type: none"><li>• Available for free or at low cost.</li><li>• Creates opportunities for personal care development.</li><li>• Greater chance of staying on with RVA</li></ul>	<ul style="list-style-type: none"><li>• It is difficult to find an employee who is interested in such courses due to specific hard skills and technical training.</li></ul>

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