

Case Study: Capacity Building and Business Support

FPM had contact with 50 of the 100 national and cross-region voluntary organisations grant funded by Department for Education to provide support in relation to Capacity Building and Business Support. Our initial contact and improvement support was with Chief Executives and other Directors.

We provided in-depth support to 10 of the original 50. This support included the following:

- Background data gathering on organisation (mission, vision, barriers and successes);
- Diagnostic review of business plans;
- Holistic review of organisation based on McKinsey 7S model;
- Facilitation of business and organisational review and agreement for new plans;
- Identification and development of capacity building needed for success;
- Expert advice, guidance and peer support;
- Designing, drafting, reviewing and editing funding applications and bids.
- Development of realistic, coherent and sustainable income generation strategies including practical business plans for achieving these goals;
- Skills development and training of staff on business, commerce, finance and HR;
- Building effective peer support networks at local, regional and national levels;
- Alternative and innovative new structures and governance arrangements (including trading arms, mutualisation, consolidation and merger of organisations; board revisions, sharing back office services);
- Supporting self-assessment review of organisations culture and performance followed by action planning for change;
- Impact, evaluation and data collection strategies and systems along with planning for the future of evidencing impact;
- Exploration of business cases relating to new models of financing and funding service provision such as social finance loans, social impact bonds and payment by results.

Project outcomes and evidence

To date the direct outcome from FPM's consultancy support is that all 10 organisations have secured additional income stream funding in the last 3 months with a total value of c. £750k.