

Services

Flaherty Consulting assists organizations in handling challenges, reflecting and focusing, and undertaking strategic endeavors. Since every organization is unique, we collaborate with you to develop a tailored approach that leads to efficient results.

Alignment

Aligning organizational values with day-to-day behaviors enhances job satisfaction, employee well-being, and engagement. We work with organizations to tailor strategies to support a positive work environment for every employee.

Assessments

Understanding where you are is critical to knowing where you can go. Assessments provide the foundation for future planning or implementing organizational changes. We build and implement a process that meaningfully engages participants and creates actionable recommendations to achieve your goals.

Board Governance

A strong board of directors is essential for the success of any nonprofit organization. One of the essential functions of the board of directors is to regularly evaluate its effectiveness, both as a group and for each member, in accordance with the organization's governing documents and policies. We assist organizations in developing board skills, evaluating governance structures, planning agendas, and providing roadmaps to improve governance.

Coalition and Committee Support

Strong coalitions and committees bring people and organizations together around a shared purpose. We help partners clarify goals, define roles, and build structures that foster collaboration and accountability, enabling collective, effective work toward lasting impact.

Compensation Strategies

Compensation strategies outline an organization's guiding principles and approach to employee pay and benefits. We assist organizations in designing equitable and competitive compensation systems that effectively attract, retain, and motivate employees. Our services encompass compensation analysis, benchmarking against market data, and the development of a transparent compensation philosophy.

Development Planning and Capacity

Fundraising is a nonprofit necessity that requires organizational capacity, thoughtful coordination, strong systems, and sustained momentum. Our services help organizations stay focused and effective by assessing readiness and infrastructure, designing coordinated fundraising plans, and strengthening internal systems. We can also work behind the scenes to manage timelines and provide additional capacity, allowing your leadership to focus on building relationships and securing the support needed to advance your mission.

Facilitation

Effective facilitation helps groups make the most of their time together by providing structure, focus, and neutrality. We design and guide meetings that foster participation, build alignment, and move conversations toward clear decisions and next steps. Our facilitation services ensure discussions stay productive and inclusive so your team spends less time managing processes and more time advancing goals.

Feasibility Studies

Feasibility studies assess the external factors that impact the potential success of an initiative. They help determine whether and how to move forward. By conducting confidential interviews and analyzing data and finances, we evaluate readiness, test initial goals and messaging, and offer clear recommendations regarding the scope, timing, and structure of the project.

Strategic and Operational Planning

Strategic and operational plans provide a structure for making the most of day-to-day decisions. We create a process to unite participants around a shared vision, prioritize work into actionable goals, and allocate resources effectively.

Here to Help

Capacity is a real challenge for organizations of all sizes. We aren't just consultants who offer advice; we are ready to roll up our sleeves and help take something off your plate. Whether it's project management, administrative support, grant writing and management, or other tasks, we are here to help.