

REACH Leadership Services

Strengthening Role Clarity for Mission-Driven Organizations

Core Services

Clarity Coaching

Highly individualized 1:1 support to strengthen individual and organizational clarity around role and responsibilities, making mission-aligned decisions, and leading through change.

Clarity Thought Partnership

Flexible engagement for senior leaders and teams seeking guidance to strengthen role clarity, values-based leadership, and workflow efficiency, while navigating complex organizational priorities.

Training: Role Clarity, Values, and Strategic Workflows

Interactive workshops equip teams with practical tools and shared frameworks that strengthen role clarity and improve strategic workflows in line with organizational values.

Program Design

Unique learning experiences – *facilitated retreats, e-courses, and curricula* – that clarify roles and simplify workflows, as well as develop skills central to responsibilities.

The REACH Difference

We uniquely improve organizational role clarity by combining evidence-based practices with a highly personalized, high-touch approach. Across all services, we provide real-time, practical implementation support.



Role Clarity in Practice: Client Case Studies

Clarity Coaching

Challenge: A senior nonprofit leader was overstretched and overwhelmed in their role that lacked clarity and boundaries

Approach: 6 months of regular, 1:1 coaching to better define role and expectations and build practical execution skills

Results: Increased leader confidence and skills; improved employee engagement, and measurable improvement in employee accountability and quality of deliverables

Clarity Thought Partnership

Challenge: A senior team was frustrated by workflow inefficiencies and unclear accountability, which is impacting productivity and profits

Approach: 2-part team consultation to reimagine roles and refine job descriptions

Results: Improved workflow efficiency, clearer role boundaries and employee confidence, and increased productivity and profits

Training: Role Clarity, Values, and Strategic Workflows

Challenge: A team needed clarity on shared expectations for roles across the organization, specifically responsibilities for contributing to an inclusive work culture

Approach: Interactive training on core skills needed to meet shared expectations

Results: Improved team communication and workflow efficiency, as well as individual employee confidence, skills, and productivity

Program Design: Educational Leaders Retreat

Challenge: A group of K-12 leaders from 5 districts were tasked with producing a first-of-its kind, robust evaluation tool

Approach: 3-day facilitated retreat to surface each leader's perspective and guide synthesizing diverse ideas into one integrated framework

Results: Successful publication of a universal mental health evaluation tool