

Building Community Organizations

Client Selection Criteria

Revised: September 2010

The purpose for these criteria is to use them as a basis for the discussion and selection of client organizations.

1. What is the size of the organization?

We are looking for small to medium size organizations. The assumption is that they have fewer resources and are not able to afford OD consulting. If we complete a project with an organization that can afford consulting, we would be in competition with our members which we want to avoid. If the organization is too small, the project is essentially coaching rather than an OD intervention and would not provide our members with sufficient experience.

Too Small	Small	Mid-Sized	Large
1-2 Employees	2-10 Employees	10-100 Employees	>100 Employees
< \$50K	\$50K - \$300K	\$300K - \$1M	>\$1M

Interview Notes:

2. What is the length of time the organization has been established?

Less than 2 years, viability of the organization may be questionable. The organization may also be in great need of our services in order to solidify its viability.

Interview Notes:

3. Is the location of the intervention accessible to consultants in the Metro Vancouver area?

The location of the work may make finding a team of consultants difficult. It also may make meetings between consultants and/or the client difficult and impact the schedule.

Interview Notes:

4. What is the nature of the Issue?

4.1. Is it within the body of knowledge of OD?

Yes No* Marginal

*Organization needs help with:

- Fund raising
- Hiring/terminating/disciplining staff or other staffing issues
- Building a business plan

Interview Notes:

4.2. Difficulty of the project?

- Within reasonable range of likely skills of a less experienced consulting team
- May be beyond the likely skill range of a less experienced consulting team.
- Beyond the likely skill range of a less experienced consulting team.

Interview Notes:

4.3. Within the time-frame?

- Likely to be able to do within the 2 – 4 month time volunteer timeframe.
- May be beyond the 2 – 4 month timeframe.
- Very likely will take longer than the 2 – 4 month timeframe.

Interview Notes: