

Impact Report: HR Impact Day 2021



Impact Days are day-long, hackathon-style workshops that leverage corporate sector talent for social sector needs. On April 23, 2021, we paired local nonprofits in need of human resources (HR) capacity-building support with teams of experts in the field who give their time to tackle challenges and develop solutions. With this additional capacity-building support we're helping create a stronger community for all!

6 HOURS

8 NONPROFITS

34 PRO BONO VOLUNTEERS

[FFEN](#)
[Highland Friendship Club](#)
[Listening House](#)
[Living Well Disability Services](#)

[Minnesota State Horticultural Society](#)
[Project DIVA International](#)
[Ramsey Crisis Nursery](#)
[Ruff Start Rescue](#)

SURVEY RESULTS

- **100%** of participants - both nonprofits and pro bono volunteers - would recommend Impact Day
- **100%** of participants were confident that the deliverables provided would address the challenge
- **91%** of volunteers said this was an opportunity to apply their professional skills in a new context
- **79%** of participants said Impact Day exceeded expectations
- **48%** of volunteers plan to continue working with their assigned nonprofit beyond Impact Day

PRO BONO VALUE DELIVERED AT STRATEGY IMPACT DAY

\$49,725

“Working with our Impact Day team was what we needed to jumpstart our build out for our Human Resources department. These are the resources all businesses should have when beginning their journey to success. Thanks for this re-imagined way of bringing expert communities together!”

- NONPROFIT PARTICIPANT

DELIVERABLES FROM IMPACT DAY INCLUDED...

Draft of Organizational chart:

- Current & future state
- To prepare for strategic conversations
- Organize employee policy manual

Develop return to in-person work strategy

- identify key guiding principles
- finding alignment with US Equal Employment Opportunity Commission

Recognition and reward plan for employees:

- Create plan
- Identify next steps for leadership's rollout of the program

Strategize innovation within the hiring process:

- Discuss updating job postings
- Update interview format



"It's nice to see that my skills can be helpful in a variety of facets – not just within my current organization."

- NONPROFIT PARTICIPANT

"It was impactful for me being able to offer services through volunteer paid time off through my company and address a challenge for a nonprofit who does work that's very near and dear to my heart."

- PRO BONO VOLUNTEER

" There is so much to be gained from volunteering to include relationship building, learning about nonprofit business models and their needs, and leveraging expertise and knowledge for the greater good of others. The experience also opened my eyes – broadened my perspective of the various needs across the communities in which we live and work."

- PRO BONO VOLUNTEER

**THANK YOU 2021 IMPACT DAY
SPONSORS!**

