

The Life Stage Survey is Atma's signature capacity diagnostic tool for Education NGOs. The tool identifies the life stage of an organisation and determines the resultant capacity building needs required to strengthen the operations and programmes of the organisation.

The Life Stage Survey

- This Assesses the organisation across 9 functions covering twenty-five subtopics and 80 elements.



Strategy



Marketing



Programs



Finance



Leadership



Monitoring & Evaluation



Fundraising



Governance



Human Resources

The Life Stage Survey tool is sort of a diagnostic tool that allows you to understand where your areas of strengths are, what processes need to be developed, or which areas are the key areas where support is needed. The tool is administered as a survey to the key stakeholders in the organisation over two sessions of 4 hours each. We recommend this be done on two consecutive days Till date, **Atma has administered the Life Stage Survey to over 50 organisations.**

- Identifies the overall life stage for the organisation and for each function.
- Enables a macro and micro analysis of the organisation
- Identifies capacity building needs within each function

Life Stage Survey Steps

Pre workshop:

- An Atma consultant orients the leaders of the organisation about the Life Stage Survey
- The consultant then reviews the existing systems, policies and practices that the organisation follows in the nine functions.

The workshop:

- The consultant administers the tool to the organisation's representatives
- Scoring is done by the representatives on a self-assessment consensus basis and then validated by the consultant.
- The workshop lasts for six to eight hours and is typically spread over two days.

Post workshop:

- The consultant prepares a report detailing the life stages, the current scenario, and suggested activities to build organisation's capacity in each of the domain areas.
- The LSS report is prepared within two weeks of the workshop and shared with the leadership of the organisation.



Benefits to your organisations

- The workshop enables your organisation to reflect, as a team, on the performance of the organisation across functions.
- The discussions help your team build an understanding and an alignment of the capacity gaps in the organisation.
- The self-assessment nature of the tool encourages your team to be more honest and to take ownership of the process and the findings.
- The suggested next steps mentioned in the report, guide your organisation on how to address the capacity gaps and strengthen the operations and programmes.

Partner Testimonial

"The LSS drew our attention to gaps that we did not even know existed but needed to be addressed. Having our teammates give us feedback on how they felt things were at Rubaroo was also very helpful. Breaking down larger plans into smaller more achievable bits, over a comfortable period of time, made growth less intimidating and more actionable for us. We are looking forward to fulfilling the plans and projects outlined in a mutually rewarding manner in the Atma partnership."

Rubaroo Foundation

On-going support

Post the LSS workshop, your organisation can partner with Atma to design and implement solutions that address the capacity gaps mentioned in the report. Organisations can opt for one-year project-based support or to join Atma's flagship capacity building programme, the Atma Accelerator Programme.