

Giving non-profit the engagement intelligence that three years of surveys had never revealed

Topics

Fractional & Interim Decision Intelligence & AI
Fractional & Interim HR
HR Mgmt & Solutions
Planning & Analytics

Industry

Non- Profit

Team Size

3 members: Decision Intelligence & AI lead, VP/Dir of HR, HR Manager

Duration

3-year retrospective analysis + ongoing quarterly pulse

Situation

A mid-market nonprofit engaged Growth Operators to conduct a comprehensive analysis of three years of employee engagement survey data that had previously been reviewed only in isolation. By examining trends across multiple years, the organization gained visibility into emerging patterns, compounding issues, and areas of risk that single-year reports had missed.

Execution

During our engagement, the Growth Operators team::

- Applied AI to conduct a three-year longitudinal analysis of engagement survey results
- Surfaced insight themes that single-year reporting had masked
- Used AI to draft the findings narrative into plain-language leadership commentary ready for executive review
- Leveraged AI to design a new quarterly pulse survey
- Implemented the pulse survey alongside the annual instrument in a combined reporting structure, reducing total HR analyst time spent on survey analysis by roughly 50%

Result

The client gained a more efficient, data-driven approach to employee engagement, cutting survey analysis time in half while providing more frequent, actionable insights. With a validated pulse survey and annual engagement strategy, leadership can identify emerging trends earlier, monitor organizational changes, and make more informed workforce decisions.