



IMPACT PROFILE

Carlos' counsel and work resolved our existing needs and contributed to our planning of future HR policies and programs.

MICHAEL THOMAS
Executive Director
My Possibilities



Develop a Human Resources strategy to attract, retain, and reward key personnel.

ENDLESS POSSIBILITIES

Sometimes success creates challenges. That was the case with My Possibilities—an organization so successful they have become the premier pre-vocational day program in North Texas for adults with disabilities. The staff at My Possibilities works hard at fulfilling their mission of “enabling adults with disabilities to realize their greatest possibilities and enjoy meaningful lives.” The organization’s clients receive an opportunity to develop a lifelong love of learning within a structured and safe environment. My Possibilities also helps to develop their interests, skills and goals by providing volunteer opportunities and community involvement. When a huge demand for enrollment made it more critical than ever to attract, manage and retain their key personnel, the organization turned to Executives in Action (EIA) for help.

EIA connected My Possibilities with Carlos Raldiris, who brought over two decades of experience as a human resources, organizational effectiveness, and change integration executive and consultant to the project. Carlos worked with My Possibilities’ Executive Director Michael Thomas to upgrade the organization’s Human Resources policies. This included defining a performance management process to ensure the staff receives the professional development they would receive at other institutions of higher learning.

\$391
EIA INVESTMENT

34-to-1
INITIAL ROI

\$50,000
COST OF AVOIDANCE