

Comparison of Staffing Options to Lead a Data-Driven Decision-Making Process

Staffing	Opportunities	Challenges
A. Train in-house staff	<p>Professional development oppty for staff member</p> <p>Option 1. Do self-training via Internet</p> <p>Option 2. Take local workshop on how to collect, organize, and analyze data, e.g., Excel Pivot tables</p> <p>Option 3. Work with consultant (see option B)</p>	<p>Need designated time to devote, and relief from other work obligations</p> <p>Who will supervise staff member in new duties?</p> <p>If continual office goal, must be sustainable</p> <p>Learning how to collect data is easier than learning how to analyze data</p>
B. Hire consultant to set up process and train in-house staff	<p>Could be modest cost</p> <p>Can be combined with option A</p>	<p>Tradeoff of cost vs. custom solution:</p> <p style="padding-left: 40px;">Lower cost --> boilerplate solution</p> <p style="padding-left: 40px;">Higher cost --> custom solution</p> <p>Must have appropriate in-house staff member</p>
C. Hire staff member with experience	<p>Bring in real focus and expertise</p> <p>Demosntrates long-term commitment to data-driven decision-making</p>	<p>Salary and equipment costs, office space</p> <p>Is there enough work to fill a full-time or part-time position?</p>
D. Hire consultant on retainer to fully manage a single process, or multiple processes	<p>Good consultant quickly learns organizational culture</p> <p>Brings full process, from collection, to analysis, to communication, to strategies for implementation</p> <p>Provides client with a solution for current project, but can also develop a process for future projects</p>	<p>Finding and selecting appropriate consultant</p> <p>Need designated in-house staff to work with consultant</p> <p>Highest cost</p>