



## Case Study: Commonwealth Autism

**Leveraging HR, Operations, Executive Search, and Business Strategy Experience to Solve the Cultural & Operational Challenges of a Merger**

### THE SITUATION

Commonwealth Autism, a nonprofit serving individuals on the autism spectrum, acquired a small, well-known, reputable natural foods grocery store. The acquisition was driven by a desire for additional sustainable cash flow to support their mission, allowing for extended budget forecasting and financial stability. The grocery store also provided new career opportunities for program participants, helping prepare them to obtain a paying job, often for the first time in their lives. However, merging the nonprofit with the for-profit business presented cultural and operational challenges that required the support of experienced business consultants.

### OUR APPROACH

Fahrenheit Advisors provided a multifaceted approach, assigning experts with backgrounds in retail, executive coaching, HR, and operations to bridge cultural gaps and address leadership issues. The Fahrenheit team conducted a comprehensive HR assessment to:

- › Improve store policies
- › Educate grocery employees about autism and the organization's mission
- › Foster stronger connections within the organization, across departments, and with the broader community
- › Develop a detailed opportunity profile tailored to the company's unique culture and job requirements
- › Conduct a discreet executive search to recruit a new COO, ensuring long-term operational stability for the organization

### THE RESULTS

- › Improved employee morale and mission understanding as a direct result of human resource recommendations
- › Boosted collaboration between the organization and the store acquisition through a new career readiness program
- › Provided a more structured and sustainable operational model by recruiting the right leader to fill the COO role
- › Positioned the organization for future growth and program expansion by implementing strategic changes
- › Met the human capital, organizational structure, strategic, and executive search and recruiting needs of the organization by assembling a cross-functional team of experts

*"Fahrenheit Advisors was instrumental in guiding us through a crucial transition. Their expertise in organizational structure and culture helped us integrate two very different businesses and implement a stronger operational model.*

*The creation of a Chief Operating Officer position was a direct result of their insightful recommendations. Their confidential search process quickly brought in top-notch candidates, and we were thrilled to find someone with the right experience in scaling and diversifying a social enterprise. We couldn't be happier with our experience and the outcomes."*

-Tyler Hart, CEO,  
Commonwealth Autism