

FOOD FOR THOUGHT: BOARD TRUSTEE EDITION



..... VIRTUAL "BACK TO SCHOOL" FOR BOARD MEMBERS



[CHESCOCF.ORG/VIRTUAL-BOARD-TRUSTEE](https://chesco.org/virtual-board-trustee)

STRATEGY, CHANGE, & IMPROVED NPO ACHIEVEMENT

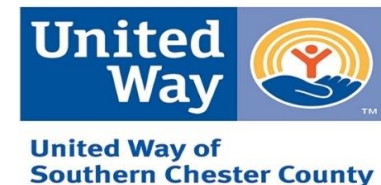
JOIN ON ZOOM | Tuesday, Oct. 27 at 4pm

Thought Leaders: Pamela Leland, Ph.D. & Sonia Stamm

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THANKS TO OUR PRESENTING PARTNERS



Overview

Strategy, Change, and Nonprofit Achievement

- **Strategy**
 - Actualization of vision
 - Blueprint for achieving mission & goals
- **Change**
 - Clarify intended impact while defining how org will hold itself accountable
 - Shift organizational goals, circumstances, needs
- **Nonprofit Achievement**
 - Metrics for success
 - System to identify and measure outcomes and impact

Overview

Strategy, Change, and Nonprofit Achievement

Typical

- Time-intensive and iterative
- More fixed and focused
- Proactive and paced
- Customary vs. creative
- Success = impact
- Required

Today

- Immediate and continuous
- Contingency-based
- Reactive and urgent
- Viable vs. innovative
- Success = existence
- Welcomed

Mergers and Affiliations

- Organizations can be pushed or pulled into this
- Enter from a position of strength
- Must set aside “personal” interests for the collective good
- Must ask the hard questions

A topic that everyone nonprofit board must at least be asking themselves at this time.

Mergers and Affiliations

Measure(s) of Achievement:

- Authentic dialogue occurs
- If pursued ... there will be a positive, collaborative process of integration
- Stronger organizational metrics in the “new” entity (whichever type is pursued)

Resources:

- thepowerofpossibility.org ... National initiative of Boardsource, various funders and partners
- *so many others ...*

Leadership Transitions

- Comprehensive process to prepare for and facilitate a leadership change in an organization
- Inevitable and essential, yet actively avoided
- Might include executive search, but is not interchangeable
- Success dependent upon Board effectiveness

An event *and process* that brings tremendous opportunity and risk, heightened in both cases by the pandemic.

Leadership Transitions

Measure(s) of Achievement:

- Hiring criteria aligned with organizational needs at this time (as determined by leadership needs assessment)
- Confidence (and continued support) of stakeholders
- Organizational readiness for transition and retention of well-matched successor

Resources:

- www.bridgespan.org
- www.nonprofitquarterly.org (Tom Adams)
- Publication: *Ensuring Effective Executive Transitions in Quaker Senior Living Community* (Leland and Stamm)

The Call to Racial Justice

As nonprofit organizations we are being asked, What are we doing to dismantle the structures of white supremacy?

- Let go of the denial
- Recognize that this is a call to transformation ... not about numbers
- Be willing to enter in ... acknowledge and honor the feelings and fears
- Get guidance and support

Every nonprofit board needs to be prepared to answer the question when asked

The Call to Racial Justice

Measure(s) of Achievement:

- Board member retention; employee retention
- Better decisions informed by diversity of voices and perspectives
- Stronger programming

Resources:

- www.equityinthecenter.org
- Publication: ***AWAKE to WOKE to WORK: Building a Race Equity Culture***, ProInspire
- www.weallcount.com

Conclusions

Key to Successful Navigation in these Times

Engaged Board of Directors ... *informed, invested*
Capable Staff Leadership
Culture of Trust and Partnership



Progress happens at the speed of trust.
-Unknown

Thank you!

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Make sure you join us as we kickoff our
Food for Thought's Winter Series!

FOOD FOR THOUGHT: RETHINKING VOLUNTEERISM



JOIN ON ZOOM | Tuesday, Nov. 11 at 4pm

Thought Leaders: Corrine Sylvia, CFRE, Constance Carter, CFRE, & Krys Sipple, CFRE

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