

The Leadership Imperative:

Exploring Team Development as a Strategy for Sustainability

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It's an Honor





National Council of Nonprofits



**We are a connected and
powerful nonprofit community
championing the public good.**

The Leadership Imperative

1

Landscape



2

Explore Team
Development



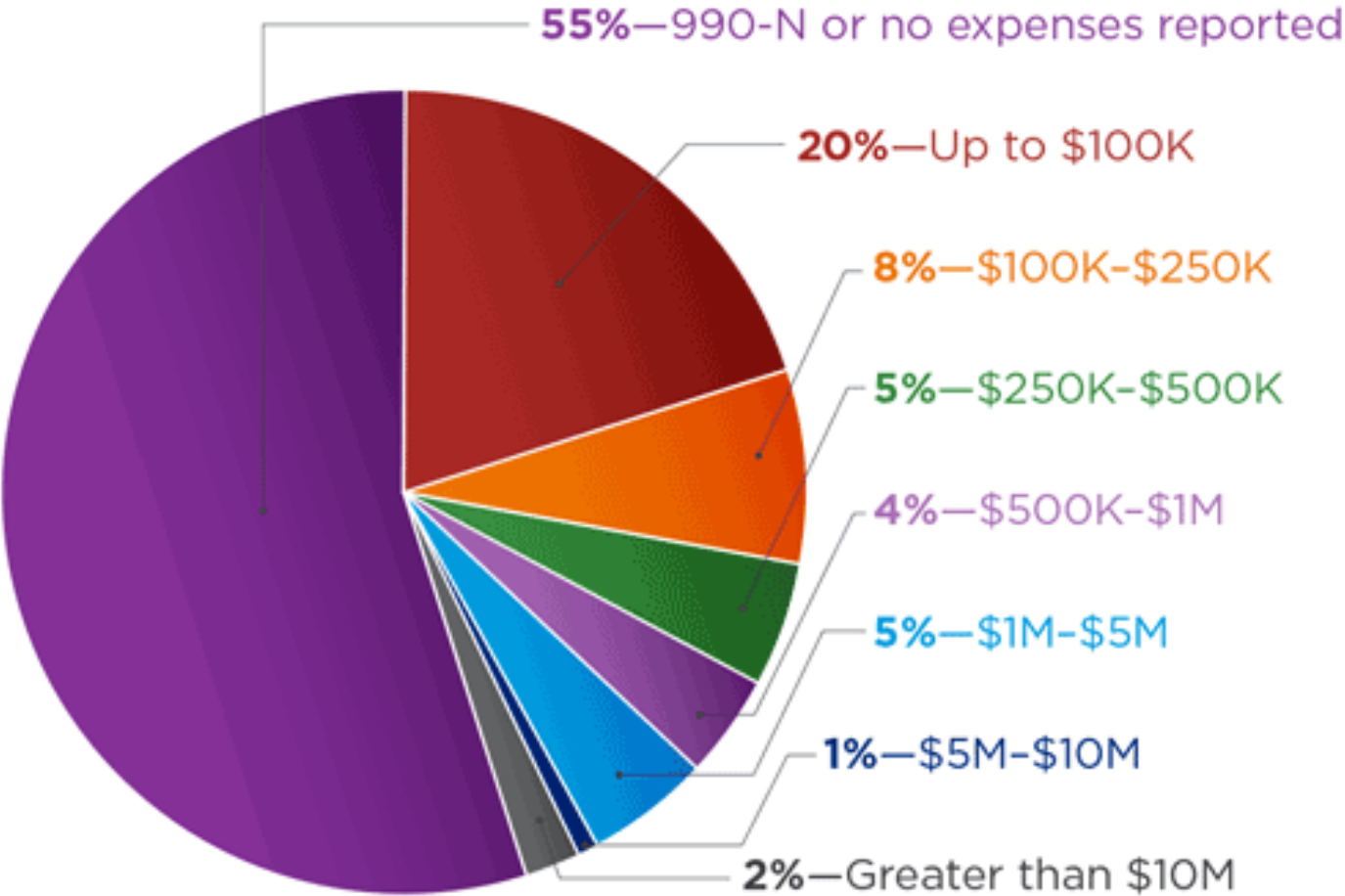
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Key Takeaways



Landscape of the Nonprofit Sector

501(c)(3) Charitable Nonprofits by Size (excluding private foundations)



88% have expenses under \$500,000

92% have expenses under \$1 million

97% have expenses under \$5 million

Most nonprofits are small and community-based, serving local needs on which people rely.

Leadership Transitions

Transition Landscape

- Silver Tsunami
- Great Resignation



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Smith, M., "Professor who predicted the 'great resignation' says quits will plateau in 2023—here's why", CNBC.com, February 1, 2023, <https://www.cnbc.com/2023/02/01/professor-who-coined-great-resignation-anthony-klotz-says-quits-will-plateau-in-2023.html>

Savage, S., "From The Great Resignation To The Great Reskilling: The Next Era Of Work", *Forbes*, July 28, 2023, <https://www.forbes.com/sites/forbeshumanresourcescouncil/2023/07/28/from-the-great-resignation-to-the-great-reskilling-the-next-era-of-work/>

Current Landscape

Today, a large chunk of the workforce is occupied by Baby Boomers (19%), Generation X (35.5%), and Millennials (39.4%).

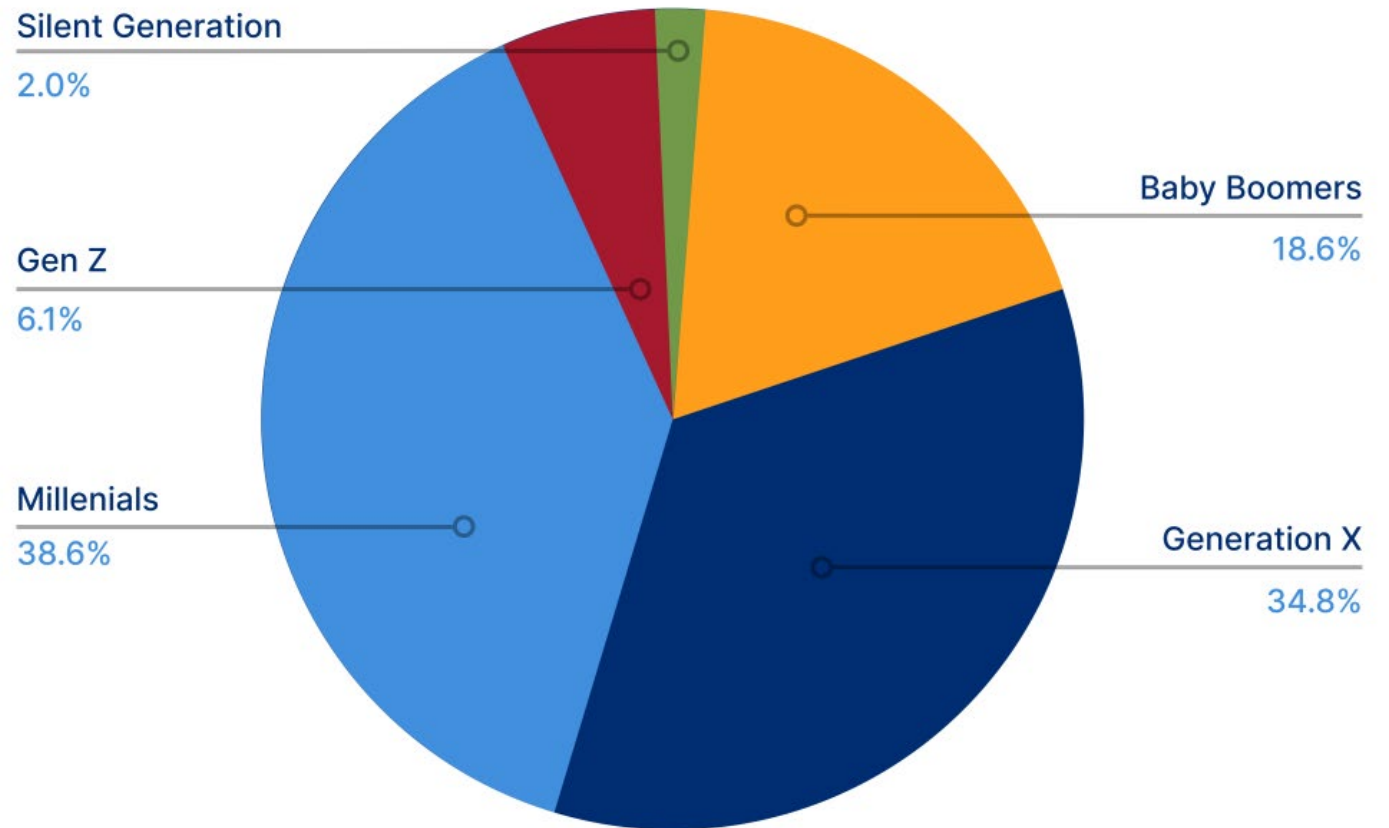
With over 10,000 Baby Boomers per day reaching the age of 65, in 2030, we'll see Generation Z constitute about 30% of the workforce.

Their fresh ideas on work and technology will soon impact our work environments on a greater level.

Workforce Numbers in the U.S. (%)

Source: Purdue Global, 2020

HIRE HOPKINS

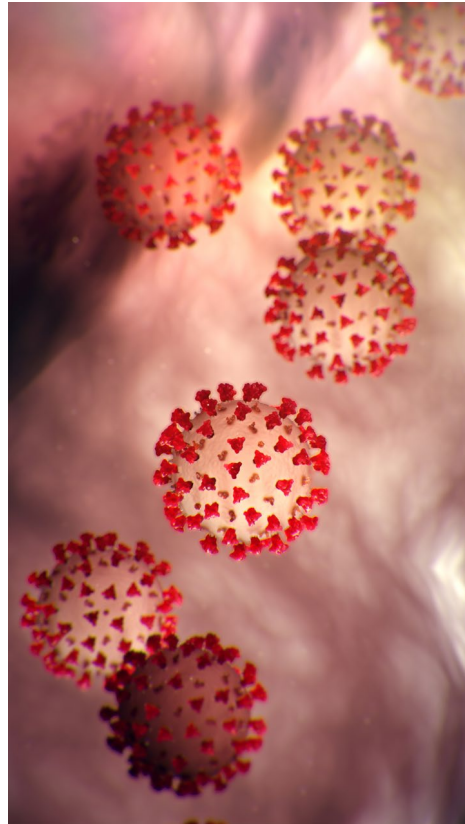


“Brittle”

2008: Great Recession



2020: Pandemic



2021-2023 Workforce Shortage Crisis



Top 3 Reasons for Nonprofit Vacancies

“We are unable to compete with the likes of Walmart, Target and Starbucks. Our jobs are working with abused and neglected children, it's hard work. Who wouldn't want to make more money with less stress. The more corporate America raises the bar, the more the nonprofit sector is left behind.”



Salary Competition



Budget Constraints & Insufficient Funds



Stress & Burnout

“If you want to go fast, go alone, if you want to go far, go together”.

-African Proverb

Team Development

Team Development Defined

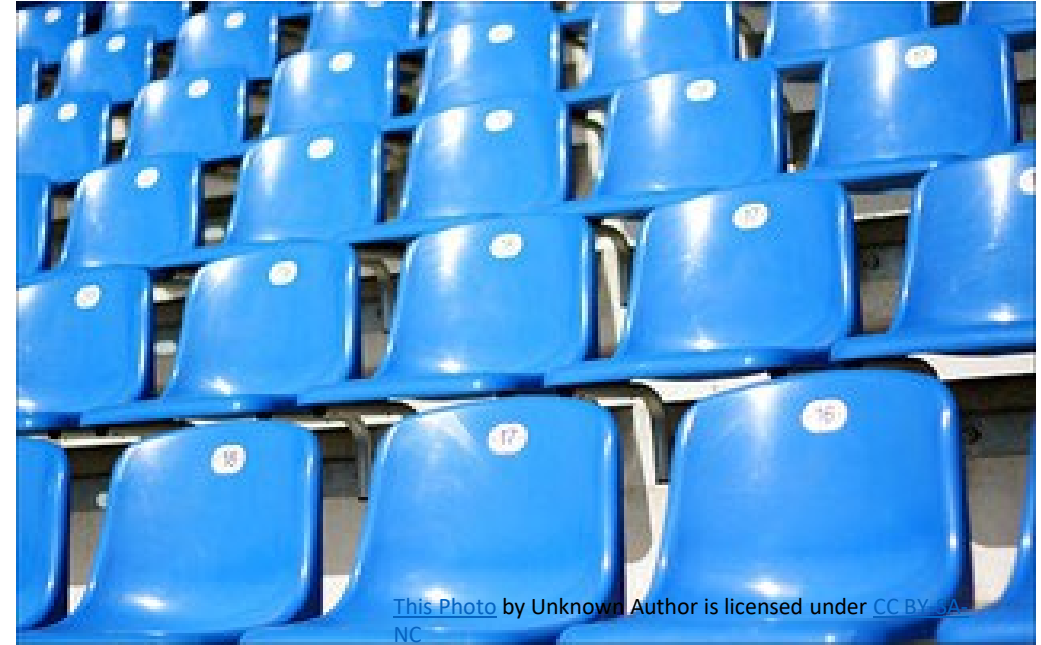


“ A process of enabling the people in your team or various teams in an organization and empowering them to work productively to fulfil the organization’s goal.”

-Manasa Prasad, Research Fellow, St. James Research Centre

Right People, Right Seats

- Clear Vision
- Assess needs of Org
- Ideally starts at hiring
- Existing Team – GWC
- Reassess and *maybe* reorganize
- RPRS



Importance of Team Development



Sustainability

- Builds Organizational Strength (Crisis, and Impact)
- Makes for Light Work-Get More Done!
- Builds leadership Horizontally and Vertically
- Attracts Quality Talent



Building Culture With Intention

Building a Leadership Culture



Center Values



Eye on today and tomorrow



Give up “your” way as the “right” way



Learning Culture-Fail forward



Distributive Leadership



Take a Sabbatical

My Journey

Strategies for Developing Team Members

- Formal professional development
- Coaching
- Stay Interviews
- Stretch Assignments e.g., individuals/team
- Meetings e.g., presentations,
- Change of venue
- Team book clubs



Strategies for Team Members

- Share interest to learn more
- Right Timing
- Benefits of Focusing on a New Skill
- Benefits for you and the organization
- Express interest to be a part of a project, meeting, or job-shadowing.
- Use one-on-one meetings



Key Takeaways

Challenges and Pitfalls

✓ Succession planning is good but not enough

🕒 Takes time and intention

💰 May cost upfront

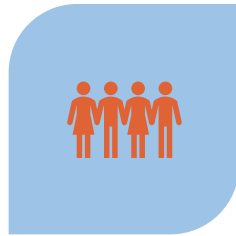
🎭 Requires self-awareness

🚶 It's a journey

Benefit and Outcomes



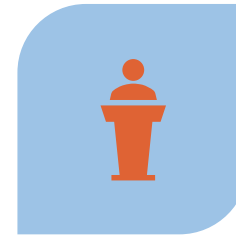
**BOOST
PRODUCTIVITY
QUALITY OF
YOUR WORK.**



**CREATES
INCLUSIVE
ENVIRONMENT**



**STAFF
SATISFACTION**



**BUILDS
LEADERSHIP**



**CATALYZES
INNOVATION**

"Talent wins games, but teamwork and intelligence win championships."

– Michael Jordan

Thank you!

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