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# WELCOME!

**The Nonprofit Management Institute for  
Senior Level Nonprofit Managers and  
Directors**

September 2017

CompassPoint intensifies the impact of fellow nonprofit leaders, organizations, and networks as we achieve social justice together.



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**Organizations that invest in increasing their leadership and management capacities are poised to achieve progress toward social equity.**



Photo: Steve Rhodes, Flickr





strong

smart

bold

girls  
inc.®



## Day 1

- Introductions
- Leadership
- Sustainability, Thriving & Impact

## Day 2

- Finance
- Fund Development

## Day 3

- Performance Management & Staffing
- Governance & Boards
- Action Planning

# What's Power Got to Do with It?

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Discussion questions:

1. What spoke to you in the articles?
2. How do you see power playing out in your relationship with your ED? Board? Peers?



# LEADERSHIP

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- Pick 1 to 3 quotes
- Speed round: Share why you chose one of the quotes in 40 seconds or less.
- Move to a new person, share again
- Repeat

# Management and Leadership

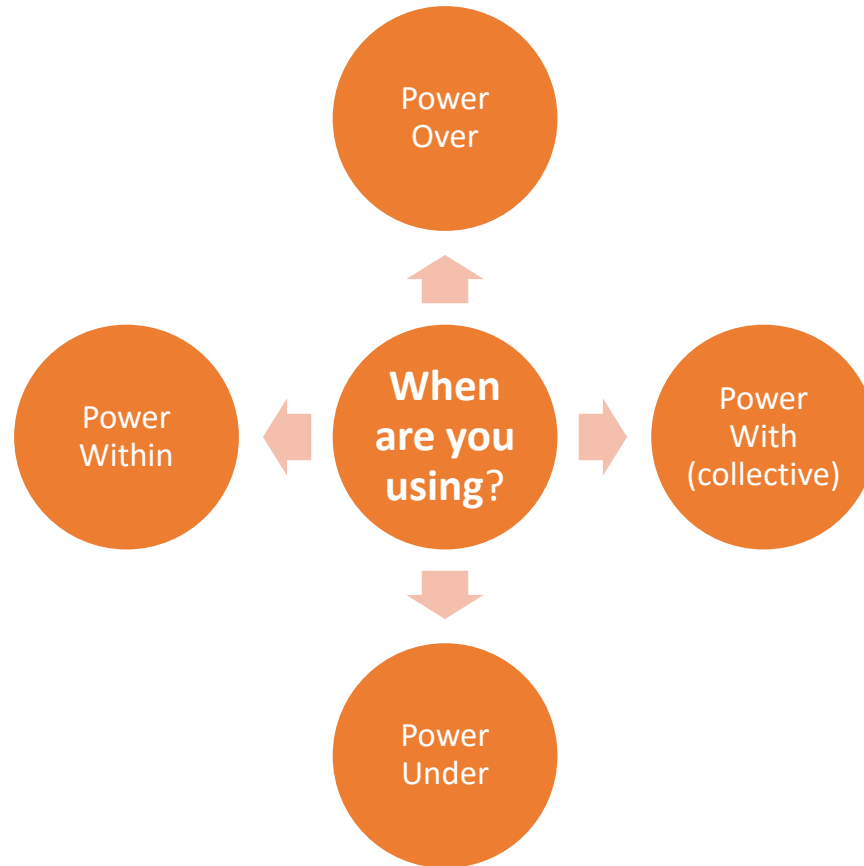


*“When organizations have high competencies in management and leadership, they’re able to meet challenges today as well as tomorrow.”*

*– Dr. John P. Kotter*

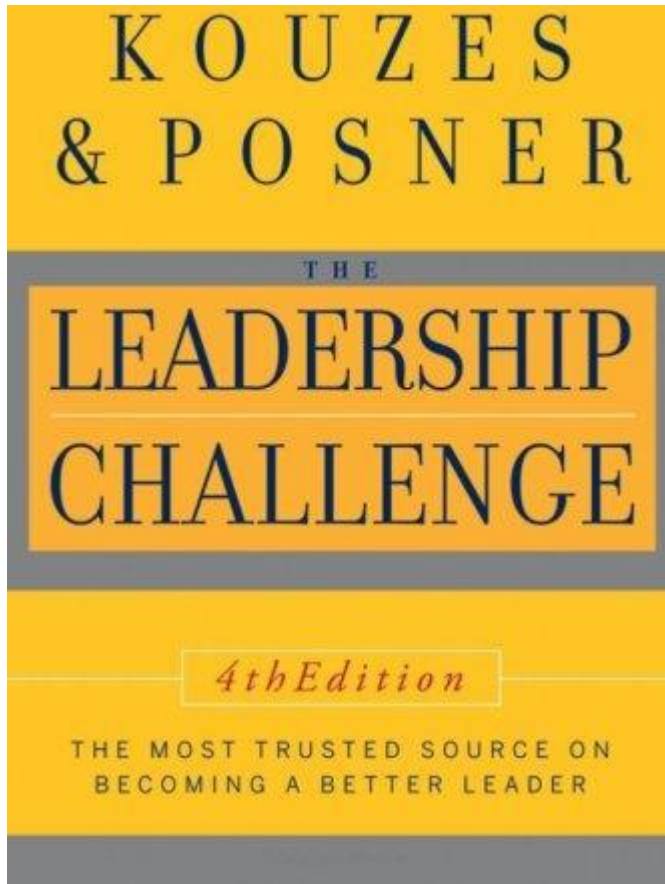
# Uses of Power

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*“Credibility is the foundation of leadership”*  
- Kouzes & Posner



Honest  
Forward-looking  
Competent  
Inspiring

## Five Practices

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**MODEL** the Way

**INSPIRE** a Shared Vision

**CHALLENGE** the process

**ENABLE** Others to Act

**ENCOURAGE** The Heart

# 10 Commitments: What's Yours?

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1. FIND YOUR VOICE
2. SET THE EXAMPLE
3. ENVISION THE FUTURE
4. ENLIST OTHERS
5. SEARCH FOR OPPORTUNITIES
6. EXPERIMENT AND TAKE RISKS
7. FOSTER COLLABORATION
8. STRENGTHEN OTHERS
9. RECOGNIZE CONTRIBUTIONS
10. CELEBRATE THE VALUES AND VICTORIES