

“Small Changes, Big Impact” Fast-Track Talent Assessment & Retention Strategies For Nonprofit Leaders

Need structured support and coaching to help you and your leaders accelerate changes in how you ATTRACT and RETAIN talent and EVALUATE performance in your organization?

Sign up for the “Small Changes, Big Impact” 3-month program designed to support your leadership team in sustaining the behavior changes necessary to boost your organization’s talent assessment and retention competency by 30% or more.

What to Expect During the Program:

- An expanded awareness of how the executive director’s leadership style impacts the organization’s aspirations
- A focused action plan for implementing changes specific to your organization
- Structured group coaching and support for shifting limiting beliefs and behaviors
- In the moment and takeaway experiential activities to provide participants with “on the job” application of new found awareness

What to Expect Post Program:

- 30% or more overall increase (**supported by data**) in the organization’s talent assessment and retention competency by the end of the program
- Increased credibility with key stakeholders
- A reference tool to use for creating a development plan in the future
- A supplemental tool to use for evaluating the effectiveness of your leadership team
- Increased confidence in your ability to attract and retain talent for your organization
- A way to translate organizational values into performance standards

Program Investment:

Is based upon your organization’s operating budget:

\$1M to \$3M or less	\$1,995
\$3M or more to less than \$5M	\$2,995
\$5M or more to less than \$10M	\$3,995
\$10M or more	\$4,995

Reserve your organization’s availability by booking an hour consultation session for \$150*.

* The consultation session fee will be deducted from the program fee.

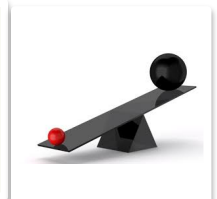


How Does My Leadership Style Impact the Organization's Aspirations?

- 1 Hr Initial Consultation w/ED
- 1 PowerHour Coaching Session w/ED post style assessment

What's Working for Us and Against Us?

- Online Talent Assessment & Retention Competency Assessment completed by ED and other key members of the leadership team



What Changes Will Have the Greatest Impact?

- 1.5 hour Scoping Session with ED and leadership team to review assessment results & approach to action plan

How Will We Maximize Our Change Effort?

- 1.5 hour Group Workshop with ED and leadership team to review the approach and implementation of the 6-Week Action Plan



What Did We Learn From Our Challenges?

- 1 PowerHour Group Coaching Session (mid way through action plan) with ED and leadership team

What Shifts in Beliefs/Behaviors Have We Made as Leaders?

- 1 PowerHour Group Coaching Session (post action plan implementation) with ED and leadership team



How Can We Engage the Board and Other Stakeholders in Our Progress?

- 1 PowerHour Group Coaching Session with ED and leadership team

Weeks One – Three

Weeks Four to Six

Weeks Seven to Ten

Weeks Ten to Twelve

“Small Changes, Big Impact” Program Milestones