

onecause™
POWERFUL FUNDRAISING SOLUTIONS

boardable

WEBINAR

FEBRUARY 27 3:00 ET 12:00 PT

state of
**NON-PROFIT
LEADERSHIP 2018**

creator of

BidPal®
MOBILE BIDDING

A young woman with a colorful scarf is smiling and looking at a notebook. The background is a blurred indoor setting with other people.

Agenda

- Welcome
- Study Overview
- Core Leadership Styles
- Sustainable Philanthropy
- Q&A

WELCOME

Your Hosts



Jeb Banner
CEO
Boardable



Kelly V Hague
Director of
Content Marketing



Marc A. Pitman
CEO
Concord Leadership Group

onecause

POWERFUL FUNDRAISING SOLUTIONS

Together we have OneCause.

Day in, day out, we put your cause at the center of everything we do. By working together with you year-round, we provide the foundation for your organization to do one essential thing: raise more funds.

onecause

POWERFUL FUNDRAISING SOLUTIONS



\$1 Billion+
Raised



\$1 Million+
Donors
Engaged



13,000+
Events



Study Overview

State of NonProfit Leadership Study

NEW 2018 - Study commissioned by Boardable, Bloomerang, Donor Search and Concord Leadership Group. Examines the state of **leadership in today's nonprofits,** and the impact on **organizational success.**

LEADERSHIP BACKGROUND

- 19.5% growth in nonprofits
- Role of leadership at nonprofits is critical
- Few studies exist but warning signs clear
- 2014 McKinsey study “chronic underinvestment in leadership development”



Jeb



GOOD NEWS

- Budgets are growing
- Overall optimism around fundraising
- There is a clear return on investing in leadership
- Conducted own study to examine current state



Marc



Leaders as Catalysts



**YOUR
LEADERSHIP**

Leadership Study Details

- 1200 took survey • Median age 52 years old
- 30% male/70% female • 94% had a college degree



30.7

Executive
Director /
CEO

28.2

Senior Leader
CFO / CDO /
COO

29.6

Middle
Manager

8.7

Team
Leader

2.8

Volunteer
Leadership
Role



Core Leadership Styles

LEADER TYPES

Servant Leadership

Leaders who achieve superior organizational performance by focusing on the needs of their followers.



53% of responders

LEADER TYPES

Transformational Leadership

Leaders who effect revolutionary change in an organization through a commitment to the organization's vision. They connect people to the why their work matters.



35% of responders

LEADER TYPES

Charismatic Leadership

Highly confident leaders that manage through personality, power of communication. Build enthusiasm for shared goal and vision.



29% of responders

LEADER TYPES

Transactional Leadership

Leaders who lead and help people achieve performance levels by setting goals and tying them to rewards.



5% of responders

Let's take a Poll

What leadership style best describes you?

NonProfit Leadership



Jeb

Know the Pros & Cons



Marc

Leadership Impact is real

LEADERSHIP TYPES: PROS & CONS



Servant

PRO

Team Morale, Need Focused,
Motivational, Ethical
Culture of Philanthropy

CON

Growing individuals
vs.
Growing organization,
Consensus Culture



Transactional

PRO

Get Things Done,
Goal Focused,
Clear Roles, Active Managers

CON

Impersonal,
Quid Pro Quo Environment
No Impact on
Philanthropy culture



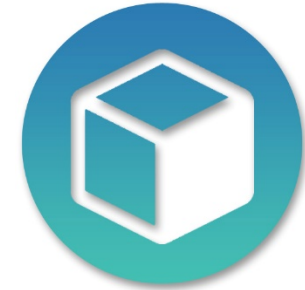
Charismatic

PRO

Inspirational,
Confident, Influential
Collective Vision

CON

Can support Narcissistic
Leadership,
Take Too Many Risks,
Cult of Personality



Transformational

PRO

Revolutionary Change, Vision
Focused, Confident
Optimistic, Ethical

CON

Steamrolling,
Decision by Force,
Confidence
Can Help or Harm Culture

Sustainable Philanthropy



BUILDING A CULTURE OF PHILANTHROPY



I feel I have a clear idea about how the process of fundraising works.



I play an active role in the fundraising process.



I am personally passionate about the cause we exist to serve.



I see my role as supporting the fundraising function.



I am willing to spend my time, energy and resources to make the case for investment in fundraising.

CURRENT FUNDRAISING ENVIRONMENT

47% optimistic about fundraising environment

51% optimistic about future fundraising



CURRENT FUNDRAISING BUDGETS

CHANGE IN ORGANIZATIONAL BUDGET

Small Increase

48.1%

About the Same

24.3%

Substantial Increase

12.2%

Small Decrease

11.6%

Substantial Decrease

3.9%

STRATEGIC PLANNING

- Why it matters
- connection between effective strategic planning and sustainability
- 90% do strategic planning
- 56% involved staff at all levels
- 47% indicated they were held accountable to the plan

TABLE 14: LEADERSHIP DEVELOPMENT OPPORTUNITIES

Development Activity	% Indicating
Attendance at leadership events or conferences	75.6
Subscriptions to professional journals or associations	65.3
Professional leadership training	47
Mentoring	34.3
Leadership coaching	30.5
Subsidies for graduate education	16.9
None of the above	9.7
Other	3.9

SUCCESSION PLANNING

- Discomfort with topic causes inaction
- Board oversight critical
- 22% succession plans in place
- 41% identified potential future

CHARACTERISTICS OF THE SUCCESSION PLANNING PROCESS

Item	Mean
My organization has a clear sense of the leadership competencies it requires	4.44
My organization has identified potential future leaders	3.76
My organization is building to address gaps in leadership competence/talent	3.63
My organization has a clear plan for leadership succession	3.22
My organization has performed a gap analysis of leadership competencies/talent	2.82

LEADERSHIP DEVELOPMENT

20% great confidence in their leadership skills

55% annual board review

100% need for leadership development



- ① Leadership Training
- ② Leadership Coaching/Mentoring
- ③ Fundraising Training/Education
- ④ Add'l Support to Free Up Time For Personal Development
- ⑤ Financial Literacy and Analytical Skills
- ⑥ Succession Planning For Self and/or Team
- ⑦ Time Management
- ⑧ Board Motivation and Development
- ⑨ Influencing Skills
- ⑩ Team Management and Development



TOP 10 NEEDED AREAS FOR LEADERSHIP



Marc



Keys to Sustainability

1. High Quality Strategic Planning
2. Embedded Succession Planning
3. Leadership Development Investment

PHILANTHROPY
MINDSHIFT

Abundance

vs.

Scarcity

Questions?

onecause
POWERFUL FUNDRAISING SOLUTIONS

onecause

POWERFUL FUNDRAISING SOLUTIONS

info@onecause.com

888.729.0399



jeb@boardable.com

www.boardable.com



CONCORD[®]
Leadership Group

[marc@concordleadershipgroup.co](mailto:marc@concordleadershipgroup.com)

[m](mailto:marc@concordleadershipgroup.com)

www.nonprofitacademy.com