

## ARE YOU READY TO TAKE THE CHALLENGE?

### How to Become a High Performing Nonprofit Executive Leadership Team

Being a nonprofit executive leader has many personal and professional rewards knowing you are making a difference in the lives of those you serve every day. As you know all too well, it also comes with many challenges, frustrations and a few sleepless nights.

But what if you could learn some nonprofit executive leadership best practices that could make it easier for you to lead your organization forward, would you be willing to **take the challenge?**

How many of the following 20 statements can you **honestly** answer YES about your organization?

- Our current vision statement inspires enthusiasm, sets standards of excellence, encourages commitment, is ambitious yet realistic and is measurable and achievable.
- Everyone in our organization knows our vision for the future and understands the strategic roadmap to make this vision become a reality.
- • Our board has been fully engaged in creating our vision and actively participates fully in its achievement.
- Our entire organization, from the board, leadership team, staff and volunteers are all strategically aligned to achieve our vision.
- Developing emotional intelligence is a key goal of everyone on our leadership team in learning how to identify and manage their own emotions as well as how their emotions can impact others in the organization.
- Our leadership team understands that to build a winning organization we need to build and maintain strong personal relationships with both internal and external stakeholders.
- Our leadership team has established their credibility and earned the trust and respect of our employees to encourage and motivate everyone to contribute to the organization at their highest levels.
- Our entire organization operates with a business mindset that enables our organization to operate with a positive bottom line every year, thereby living with the motto, “Nonprofit is our tax status, not our business plan”.
- Our leadership team has created an entrepreneurial spirit in constantly seeking individuals, families, corporations and foundations to invest in our success.
- Our board members are fully engaged, motivated and active in cultivating and soliciting donors to invest in our organizational success.
- As the CEO, I have developed the self-confidence to play a lead role with my board and development team to cultivate and solicit major gifts.
- We have successfully developed a culture of philanthropy where our CEO, board and chief development officer all understanding their respective roles and effectively work together in cultivating and soliciting new donors.
- Recognized as thought leaders in our sector, we constantly communicate our achievements and the positive social impact we are generating in our community.

- Our brand identity strategy clearly identifies our value to our community and distinguishes ourselves from similar mission-based organizations.
- We continually explore the concept of collaboration to enhance or expand our programs and services to strengthen program effectiveness and development.
- We have implemented an organizational wide leadership succession plan to identify and develop new leaders in our organization to be prepared for tomorrow's leadership challenges.
- Our leadership team and our board constantly reexamine our organization from top to bottom, set expectations for everyone, communicate these expectations and hold people accountable and responsible.
- Our organizational culture consistently recognizes, rewards and praises all our staff, board and volunteers whose performance is worthy of attention.
- Everyone in our organization receives an annual performance evaluation highlighting their strengths and achievements as well as identifying areas of needed improvement.
- Our board performs an annual self-assessment of their own performance in identifying their strengths as well as any areas of needed improvement based on board governance best practices.

If you answered YES to 15 or more questions, congratulations, your nonprofit leadership team is considering high performing based on nonprofit leadership best practices.

If you answered less than 15 questions YES, are you willing to **take the challenge** to learn how to become a high performing nonprofit executive leadership team?

Remember, the ultimate beneficiary will be those you serve