

# THE CENTER FOR NONPROFIT LEADERSHIP & BOARD PERFORMANCE



Dennis C. Miller, President of Dennis C. Miller Associates, Inc., is a nationally recognized expert in nonprofit leadership executive search and board and leadership performance coaching with more than thirty-five years of experience working with hundreds of nonprofit boards and chief executives across the country. Dennis is an expert in board governance, leadership development, philanthropy and succession planning. In addition, he is a sought-after motivational speaker and retreat facilitator. Dennis' experience working with hundreds of nonprofit organizations has provided him with the knowledge and insights to understand the competencies required of today's nonprofit boards and executive leadership.



*Dennis C. Miller*

*Executive Search. Non Profit Leadership & Board Performance.*

## NONPROFIT LEADERSHIP EXPERTS



**Michele Hickey**  
Executive Vice President



**Joseph F. Duffy**  
Senior Vice President



**Susan Hairston**  
Senior Vice President



**Gregory A. Nielsen**  
Senior Vice President



**Bill Neigher**  
Senior Vice President



**Allan L. Weisberg**  
Senior Vice President

To Learn more about our Center for Nonprofit Leadership and Board Performance services and the bios of our nonprofit leadership experts, please view [www.dennismiller.com](http://www.dennismiller.com) or contact Dennis at [dennis@dennismiller.com](mailto:dennis@dennismiller.com)

## **EXECUTIVE LEADERSHIP & BOARD GOVERNANCE ONLINE ASSESSMENT SURVEY**

The best way to ensure your organization is successfully serving your mission is to complete our Executive Leadership & Board Governance Online Assessment Survey. This online survey will identify how well your Executive Leadership team and Board members work together as true partners in both sustaining your mission and achieving your strategic vision.

**Our report includes a comprehensive review and recommendations on the following topics:**

- ***Mission, Vision, Values and Culture***
- ***Strategic Goals***
- ***Board and CEO Partnership***
- ***Executive Leadership***
- ***Board Governance***
- ***Impactful Programs and Services***
- ***Positive Brand Identity***
- ***Philanthropy***

**What distinguishes our DCM Executive Leadership & Board Governance Assessment Survey from all others in the marketplace is the following:**

- We combine both the Executive Leadership and Board Governance Assessment Survey into one to encourage the need for collaboration between the CEO, the executive leadership team, and the Board of Trustees. Most board assessment surveys only evaluate the Board. To serve your organization's mission most effectively, the Board and the Executive Leadership team need to work together as partners.
- We provide specific written recommendations in our final report to help you identify ways to address areas needed for improvement.
- We schedule a virtual conference call with your Board Chair and CEO to discuss the reports findings and answer any questions.

**Cost: \$975**

**To learn more about the DCM Executive Leadership and Board Governance Online Assessment Survey visit [www.dennismiller.com](http://www.dennismiller.com)**

## **CHIEF EXECUTIVE OFFICER ANNUAL PERFORMANCE EVALUATION**

The goal of the annual Chief Executive Officer performance review is to recognize how well the executive is performing in their job and to identify any needed improvements. This review should clearly be based upon the agreed organization's goals and performance expectations set by the Board for the CEO to the actual achievements of the organization and the CEO.

The annual CEO evaluation process is also a great time for the chief executive to first conduct a self-evaluation to document what they feel have been their key achievements and successes of the past year. The CEO Annual Performance Review Product includes the CEO Self-Evaluation survey form too.

**The DCM Chief Executive Officer Performance Evaluation includes the following topics for assessing the annual review of the CEO:**

- ***Overall Organizational Performance***
- ***Strategic Leadership***
- ***Board Relations***
- ***Community Relationships***
- ***Positive Brand Identity***
- ***Fiscal Stewardship***
- ***Culture of Philanthropy***

**Cost: \$975**

**To learn more about the DCM Chief Executive Officer Performance Evaluation tool visit [www.dennismiller.com](http://www.dennismiller.com)**

In addition, we recommend that the Board include our DCM Talassure 360 Leadership Development System to include feedback from the CEO's direct reports on their perspective on his/her performance to enable the Board to have a better understanding of the CEO's relationship with the organization and his/her leadership team.

# LEADERSHIP ASSESSMENT & DEVELOPMENT

## The DCM TalassureMX Leadership Assessment

Our DCM TalassureMX assessment is structured to allow you to identify, recruit and retain the highest quality talent for all levels of leadership roles at your nonprofit organization or professional trade association. TalassureMX measures a candidate's behavioral traits, cognitive abilities, and professional interests. This assessment is also very helpful when considering upper-level leadership openings and promotions.

Our DCM TalassureMX assessment provides information which reflects the responses provided by the prospective leadership candidate or a current team member when completing the assessment. The report will also provide the organization with the individual's abilities and personality traits and how they are likely to interact with other members of the team including how well they will fit into the culture of your organization.

The purchase of our DCM TalassureMX Assessment Includes personalized debrief and the formulation of a personalized leadership development plan for everyone.

**The DCM TalassureMX Assessment measures core leadership traits, like:**

- ***Reasoning ability***
- ***Manageability***
- ***Competitiveness***
- ***People Contact***
- ***Sense of Urgency***
- ***Attitude***
- ***Take Charge***

**Cost: \$275 per individual but discounts are available when ordering for multiple members of your leadership team.**

# THE DCM 360 LEADERSHIP DEVELOPMENT SYSTEM

The DCM 360 Leadership Development System is a non-threatening way to identify performance perceptions as viewed by certain groups of individuals who know and have had the opportunity to observe the leader in the work setting. Feedback to the leader is given openly and honestly. This is accomplished by rating the performance of 62 Leadership Behaviors presented as survey items. The responses are compiled from different observers such as: Self, Boss, Direct Reports, and Peers

By participating in this process, the individual has conveyed to their team members that they are willing to consider their input and apply that information to become a more effective leader. Listening and acting upon the input of their coworkers is a vital characteristic of a high-performing leader. This system is meant to encourage forward-thinking leadership while providing information for a clear, actionable plan for improvement.

The purchase of our DCM 360 Leadership Development System includes a personalized debrief and the formulation of a personalized leadership development plan for each member of your team.

The Leadership Behaviors are used to measure 17 Skills that yield success in most leadership and management positions. These Skill Sets are grouped into 7 Leadership Competencies for an overall measurement of performance. Managers that generally score higher on these competencies are typically identified as more effective and successful leaders.

**The Seven Leadership Competencies:**

- ***Communications***
- ***Teamwork***
- ***Engagement***
- ***Resourcefulness***
- ***Decisiveness***
- ***Leadership***
- ***Achievement***

The insights gained from the 360 Leadership Development System is to promote professional competencies, career growth and enable the leader to become more effective, efficient, and valuable to the organization.

**Cost: \$350 per leader but discounts are available when ordering for multiple members of your leadership team.**

**To learn more about the DCM TalassureMX and 360 Leadership and Development products please visit [www.dennismiller.com](http://www.dennismiller.com)**



## NONPROFIT BOARD GOVERNANCE TRAINING

We provide virtual and on-site board governance assessments, educational workshops and retreats along with our online course, *How to Become a High Performing Nonprofit Board, a Board Chair's Guide to Succeed, Not Just Survive Today's Challenging Times.*

### Topics include:

- ***Characteristics of high performing nonprofit boards***
- ***The Board and CEO leadership partnership***
- ***Board leadership succession***
- ***Recruitment and reappointment best practices***
- ***The Board's role in strategic planning***
- ***The Board's role in philanthropy***
- ***Evaluating your Board's annual performance***

## NONPROFIT EXECUTIVE LEADERSHIP PERFORMANCE TRAINING

Our team of nonprofit leadership experts can work with your team virtually and onsite to develop and train current as well as your organization's emerging leaders to develop the necessary competencies required for success. We also offer our online course, *How to Become a High Performing Nonprofit Executive Leadership Team.*

### Topics include:

- ***Visionary thinking***
- ***Emotional intelligence***
- ***Relationship building***
- ***Entrepreneurial spirit***
- ***Strategic collaboration***
- ***Creating a culture of philanthropy***
- ***Inspirational motivator***

**WE CAN CUSTOMIZE OUR BOARD GOVERNANCE AND LEADERSHIP DEVELOPMENT TRAININGS TO ACCOMMODATE YOUR SPECIFIC ORGANIZATIONAL NEEDS, TIMELINES AND BUDGET.**

## WORKSHOPS ★ WEBINARS ★ RETREATS ★ SPEAKERS

### Take Advantage of our Nonprofit Webinars, Retreats, Workshops and Speaker

Dennis and his team have provided numerous webinars, board retreats, workshops and speakers at all major national, regional and state nonprofit conferences throughout the United States. For more information about our workshops, webinars, retreats and to request a speaker at your next conference contact Dennis at [dennis@dennismiller.com](mailto:dennis@dennismiller.com)

Dennis C. Miller Associates Inc.  
506 Parkview Lane  
Rockaway, NJ 07866  
973-784-3693  
[www.dennismiller.com](http://www.dennismiller.com)