# DCM

*Executive Search*
*Nonprofit Leadership*
*& Board Performance*

# THE CENTER FOR NONPROFIT LEADERSHIP & BOARD PERFORMANCE



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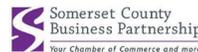


To Learn more about our Center for Nonprofit Leadership and Board Performance services and the bios of our nonprofit leadership experts, please view www.dcm-associates.com or contact Dennis at dennis@dcm-associates.com

\* Listen to video client testimonials on www.dcm-associates.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*

**To learn more about the DCM Executive Leadership and Board Governance Online Assessment Survey visit www.dcm-associates.com**

*The DCM Executive Leadership & Board Governance Assessment Survey and their CEO Annual Performance Evaluation tools enabled our board and CEO to create a baseline evaluation of our current performances and helped us develop a specific plan of action going forward to ensure the sustainability of our mission. I highly recommend them.*

*Robert Kley, Chair of the Board*
*Monarch Housing Associates.*

## 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. The DCM CEO Annual Performance Review also 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*

**To learn more about the DCM Chief Executive Officer Performance Evaluation tool visit www.dcm-associates.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.

THE COST FOR EITHER ASSESSMENT SURVEY, PERFORMANCE EVALUATION OR EITHER ONLINE COURSE IS $975. PLEASE NOTE THAT FOR EACH ONLINE COURSE YOU CAN REGISTER UP TO 25 INDIVIDUALS FOR A ONE-YEAR LICENSE WHICH INCLUDES A COURSE HANDBOOK. TO LEARN MORE VISIT WWW.DCM-ASSOCIATES.COM. THE COST FOR AN INDIVIDUAL ONLY TO REGISTER FOR EITHER COURSE IS $195.

TAKE ADVANTAGE OF A $500 BUNDLE DISCOUNT BY PURCHASING A SECOND ONLINE COURSE OR EITHER OF OUR ONLINE BOARD & LEADERSHIP ASSESSMENT OR EVALUATION SURVEYS AT THE TIME OF PURCHASE.

# HOW TO BECOME A HIGH PERFORMING NONPROFIT BOARD

**Earn your Nonprofit Board Governance Training Certificate**

An engaging online course that members of your Board can take from their home, office of mobile device.

**Topics covered include:**

- *The Four Stages of Board Governance*
- *The Characteristics of High Performing Boards*
- *The Board & CEO Relationship*
- *The Board's Role in Achieving Your Strategic Vision*
- *Board Leadership Succession*
- *Does Your Board Struggle with Fundraising?*
- *Board Recruitment Best Practices*
- *Dealing with Difficult Board Behavior*
- *Measuring the Board's Annual Performance*

**How to Become a High Performing Nonprofit Board go to www.dcm-associates.com**

# HOW TO BECOME A HIGH PERFORMING NONPROFIT EXECUTIVE LEADERSHIP TEAM

**Earn Your Nonprofit Executive Leadership Training Certificate**

A motivating online course that members of your leadership team can take from their home, office or mobile device.

**Topics covered include:**

- *Visionary Thinker*
- *Emotional Intelligence*
- *Entrepreneurial Spirit*
- *The CEO's Role in Philanthropy*
- *Positive Brand Builder*
- *Strategic Collaboration*
- *Succession Planner*
- *Inspirational Motivator*

**How to Become a High Performing Executive Nonprofit Leadership Team go to www.dcm-associates.com**

# DCM EMERGING NONPROFIT ONLINE LEADERSHIP CERTIFICATE

**Topics to include:**

- *Today's Leadership Competencies Required for Success*
- *The Role and Responsibilities of a Nonprofit Board*
- *How to Develop and Implement a Comprehensive Fundraising Plan*
- *How to Align Your Stakeholders to Achieve Your Strategic Vision*

- *Collaborations, Affiliations and Mergers*
- *Financial Management: What Every Leader Needs to Know*
- *Building an Effective Team: Talent Assessment & Development*
- *Developing Your Organization's Positive Brand Identity*

This program is an ideal way to reward and recognize your emerging leaders at an affordable rate of $895 per person. Each registrant will also receive our DCM TalassureMX Assessment to measure their individual core leadership and personality traits and includes a plan for individualized leadership development. Our instructors are all national experts in their field. All individuals will also be invited to participate in our roundtable discussions and will be invited to participate in our virtual graduation program and certificate.

Contact us to learn more about our new emerging online leadership certificate www.dcm-associates.com

*Dennis Miller has created a wonderfully informative and instructive resource for nonprofit executives and boards in his new online courses. These courses are full of great information and tips that will assist executives and board members at all levels of their board and leadership team development. The videos are engaging and matched well with a companion handbook. I found the questions at the end of each module to be excellent for both stimulating discussion as well as a sound exercise in determining the functioning of the board and CEO. Many thanks to Dennis for sharing his sound knowledge and experience!*

*Allison Blake, PhD, MSW Chief Executive Officer*
*Child and Family Agency of Southeastern Connecticut*
*Former Commissioner of Children and Family Services NJ*

# DCM EXECUTIVE COACHING SERVICES

DCM's Executive Coaching Services are specifically designed for nonprofit leaders and board members. Our coaching services are equally valuable for the new emerging nonprofit leader, those mid-career individuals who are experiencing career and mission challenges and for current executive leaders looking for support in leading their organizations forward.

DCM is uniquely qualified to provide outstanding support to the nonprofit executive and board leadership of your organization, utilizing our decades of experience and track record of helping organizations select and develop great leaders.

At DCM we realize that each situation and the needs in leadership are different. For that reason we encourage you to contact us for a confidential, free consultation to discuss how our coaching services can help you and your leaders achieve great results and personal satisfaction.

## 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.

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

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

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

**Cost: Cost: $275 per individual. Discounts 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

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 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 individual. Discounts available when ordering for multiple members of your leadership team.**

## WORKSHOPS ★ WEBINARS ★ RETREATS ★ SPEAKERS

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