



*Executive Search
Nonprofit Leadership
& Board Performance*

THE CENTER FOR NONPROFIT LEADERSHIP & BOARD PERFORMANCE

WHEN HIGH PERFORMANCE MATTERS



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 CEO and Executive Leadership Team Members Performance Evaluation tools visit www.dcm-associates.com

One of the most important responsibilities of a governing board is the annual assessment of the chief executive officer. Nonprofit organizations with rotating board officers have a daunting task to standardize the evaluation. DCM created and performed a board survey with elements of our prior assessments. The survey was completed much earlier than in the past with the entire participation of the board. DCM also facilitated the CEO self-evaluation and summarized all results. I am extremely pleased that our board chose DCM to assist CAHME in the evaluation and assessment process. I highly recommend that other organizations consider engaging DCM to assist with board and CEO assessments.

**Dolores G. Clement, DrPH, FACHE, Chairperson,
Commission on Accreditation of Healthcare
Management Education**

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

INVEST IN YOUR NONPROFIT BOARD MEMBERS AND EXECUTIVE LEADERSHIP TEAM'S SUCCESS WITH DCM'S ONLINE BOARD AND LEADERSHIP COURSES

Most nonprofit organizations, trade associations and chambers of commerce have great causes and powerful missions that are being advanced through the efforts of dedicated professionals, yet far too many still struggle to achieve the level of excellence their mission requires.

As the CEO or Board Chair, you may ask yourself the following questions:

- ***How do I engage and motivate my board to be more passionate about our mission?***
- ***How can I enable my board to gain more self-confidence to participate in our philanthropic initiatives more actively?***
- ***How do I recruit and develop new board members who can assist me in achieving our strategic vision?***
- ***How do I develop my leadership team to learn the new competencies needed to achieve our strategic goals?***
- ***How do I develop an organizational wide leadership succession plan to develop the future leaders of our organization?***

DCM's online courses will enable your board members and leadership team to learn the skills, competencies and self-confidence required to become a high performing nonprofit organization with the ultimate beneficiary being those you serve.

PRICING OPTIONS FOR THE CENTER FOR NONPROFIT LEADERSHIP & BOARD PERFORMANCE

GOLD

Includes all three online board and leadership assessments and evaluations:

- Executive Leader & Board Governance Online Assessment Survey
- Chief Executive Officer Annual Performance Evaluation
- Executive Leadership Team Member Annual Performance Evaluation

and includes both online courses:

- How to Become a High Performing Nonprofit Board
- How to Become a High Performing Nonprofit Leadership Team

Each of these assessment and evaluation reports come with a written report of recommendations and one-hour of consultation. Both online courses also come with one-hour of consultation each for a total of five hours of consultation over the course of one-year.

Gold package includes four additional hours of consultation that your organization can use for a special workshop, board retreat or ongoing consultation over the course of a year.

\$2900 (a \$1975 discount) and eight total hours of consultation over the course of one-year.

SILVER

Choose any two of the following online board and leadership assessments or evaluations or online courses:

- Executive Leader & Board Governance Online Assessment Survey
- Chief Executive Officer Annual Performance Evaluation
- Executive Leadership Team Member Annual Performance Evaluation
- How to Become a High Performing Nonprofit Board
- How to Become a High Performing Nonprofit Leadership Team

Each assessment and evaluation reports come with a written report of recommendations and one-hour of consultation. Both online courses also come with one-hour of consultation.

Silver package includes two additional hours of consultation.

\$1450 (a \$500 discount) and four total hours of consultation.

BRONZE

Choose one of the three online assessment or evaluation surveys:

- Executive Leader & Board Governance Online Assessment Survey
- Chief Executive Officer Annual Performance Evaluation
- Executive Leadership Team Member Annual Performance Evaluation

Or choose one of the two online courses:

- How to Become a High Performing Nonprofit Board
- How to Become a High Performing Nonprofit Leadership Team

Each assessment or evaluation report comes with a written report of recommendations and a one-hour of consultation with your Board Chair and/or CEO. Either course also comes with a one-hour of consultation.

\$975 for one of the above with one-hour of consultation

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 or 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*

I had the pleasure of taking the Dennis C. Miller course "How to Become a High Performing Nonprofit Board". I highly recommend this course to anyone serving on or running a nonprofit board who is looking to improve and energize their board. Whether it be leadership succession, how to activate board committees or to understand the roles of board chair, CEO and members, this course is well worth taking. It's gives great guidance on how to educate, engage and challenge everyone.

*Hal English
President & CEO
Princeton Mercer Regional Chamber*

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*

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*

To learn more about how you can enjoy our online courses at your convenience from home, your office, computer, tablet, or mobile device go to www.dcm-associates.com

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 Leadership Assessment

Our DCM Leadership 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. The DCM Leadership Assessment 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 Leadership Assessment includes a personalized debrief and the formulation of a personalized leadership development plan for everyone.

The DCM Leadership Assessment features the TalasureMX™ which measures core leadership traits, like:

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

Dennis Miller's keen instincts, broad executive experience, and strategy assessment enables him to quickly hone in on the underlying barriers of a team's success in addressing complex organizational decisions. His respectful, honest, and forthright approach was invaluable to our Leadership team gaining insight and confidence to develop a new vision statement and action steps.

**Marlene Lao Collins, Executive Director
Catholic Charities of Trenton**

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.

Working with Allan Weisberg and Michele Hickey from DCM Associates has been a very positive experience for us, helping us to become better leaders, be more effective, efficient, and valuable to the organization through the DCM 360 Leadership Development System.

**Liza Gundell
Chief Executive Officer
Family Resource Network**

Pricing starts at \$250 for the DCM Leadership Assessment and \$500 for the DCM Leadership Development System. Please schedule a free consultation to learn more about our assessment and leadership development tools and services. Discounts available when ordering for multiple members of your leadership team.

WORKSHOPS ★ WEBINARS ★ RETREATS ★ SPEAKERS



Click here to see what
Stephen N. Lawrence, PhD, MPA - Chair, Council on Trustees / Bonnie Brae
has to say about us.



We are deeply in Dennis' debt for a highly successful strategic planning retreat this weekend. Dennis listened to our concerns, embraced our goals, and skillfully built a consensus for them among our quite disparate board, all while living within our tight budget. He engaged the entire board and let them express their thoughts but without allowing any of them to dominate or take us on tangents. Dennis kept everyone thinking, but also smiling. He is a true professional.

**Chuck Freyer, Chairman, Princeton Internships in Civic Service
Princeton University**

Dennis Miller engages, excites, and educates every audience he speaks to. His expert, but nonpretentious presentations are practical and give board members realistic methods to apply the principles he teaches for being an effective non-profit board servant. His approach is refreshing, meaningful and rich with ideas for the newest board member as well as the longest tenured. Dennis' fundamentals made me a better board member. I look forward to hearing and learning from Dennis in the future. You should, too!!

**Judge Joe C. Bishop, Board Chair
Georgia Association of Community Service Boards**

We were pleased to have Dennis Miller present "Unlocking Your Board's True Potential" at our annual conference in Orlando which was attended by 64 chapters around the country and affiliates from 36 countries around the world. In short, Dennis hit a home run! His session was dynamic and practical. We will have him back again soon.

**David Williams, President & Chief Executive Officer
Make-A-Wish Foundation® of America**

I wanted to personally thank you for your excellent presentation at our Board retreat. You touched on everything that I felt was important for our Board members to focus on and I particularly enjoyed you involving each one of them during the talk you gave. In short, everyone basically felt the same way Diana and I felt when we left your presentation last year in Orlando. I remember saying to her "I wish our Board could have heard that."

**Paul Santy, Board Chair
Make-A-Wish Foundation of Central California**

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