



*Executive Leadership Search
Institute for Nonprofit Board
& Executive Leadership*

DCM INSTITUTE FOR NONPROFIT BOARD & EXECUTIVE LEADERSHIP



**AN AFFORDABLE APPROACH TO
ADVANCING NONPROFIT PERFORMANCE**



HEALTHY MINDS
STRONG COMMUNITIES



**DCM ASSOCIATES
IS A PROUD MEMBER**



ASSESSMENTS AND EVALUATIONS

EXECUTIVE LEADERSHIP & BOARD GOVERNANCE ONLINE ASSESSMENT SURVEY

Highly successful nonprofit organizations have an executive leadership team and Board that work together as true partners in proving leadership to ensure the success of their organization. Based upon the concept coined by Dennis C. Miller's successful book, *The Power of Strategic Alignment: A Guide to Energizing Leadership and Maximizing Potential for Today's Nonprofit Organization*, the stronger the "alignment" between the executive leadership team and the Board results in a greater positive social impact on those you serve.

This unique confidential survey will identify areas of strength as well as areas that may need to be developed to be truly considered "partners" based upon nonprofit leadership and board governance best practices. *No individual names of the executive leadership team or any board members are provided. This report is fully confidential.*

You will receive a final report of findings and recommendations on the final topics including a one-hour virtual consultation:

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

Ideal for board retreats, strategic planning and annual organizational performance evaluations

➤ **ONLY \$875 - INCLUDES A VIRTUAL CONSULTATION WITH ONE OF OUR NONPROFIT LEADERSHIP EXPERTS TO ANSWER ANY QUESTIONS YOU MAY HAVE.**

ANNUAL CEO PERFORMANCE ASSESSMENT

The goal of the annual Chief Executive Officer performance review is to both recognize how well the executive is performing in their job and to identify any areas of needed development. Our annual CEO evaluation assessment also includes our CEO Self-Assessment survey as well. This annual executive assessment 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.

Our survey tool also maintains the confidentiality of the process and simplifies the administrative process by removing your internal need to distribute and collate the data and generate a report. *We do all of this for you without the stress.*

We encourage all members of your Board to participate in the Annual CEO Assessment *.

Our CEO Annual Performance Assessment includes the following topics for assessing the annual review of the CEO:

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

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* We strongly recommend that the Board consider including our 360 Leadership Development System when conducting the CEO Annual Performance Assessment to include feedback from the CEO's direct reports on their perspective of his/her performance of 62 leadership behaviors. Our goal is to help you develop and retain the highest quality talent for management and leadership roles at your nonprofit organization or professional trade association.

➤ **COMBINED PRICE: \$1575 A \$175 DISCOUNT.**

THE 360 LEADERSHIP DEVELOPMENT SYSTEM

The DCM 360 Leadership Development System is an ideal way to identify how executives are perceived by those they work with - their boss, direct reports, and peers on the leadership team. Feedback to the executive is given freely, anonymously and honestly with the focus on development by rating performance of 62 leadership behaviors.

This report includes a personalized debrief and the formulation of a personalized leadership development plan for each member of your team. The insights gained from the 360 Leadership Development System are to promote professional development to enable the leader to become more effective and efficient members of the team.

Leadership Competencies assessed include:

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

➤ **ONLY \$875 PER EXECUTIVE - 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.**

CONTACT DR. TERRENCE CAHILL FOR SPECIAL PRICING TEAM PACKAGES

LEADERSHIP ASSESSMENT

The DCM Leadership Assessment measures a candidate's behavioral traits, cognitive abilities, and professional interests. This assessment is helpful when considering upper-level leadership openings, promotions and recruitment. It provides information which reflects the responses provided by the prospective executive leadership candidate or a current team member when completing the assessment. The report will also provide your organization with the individual's abilities and personality traits and how they are likely to interact with other members of the team.

The DCM Leadership Assessment features the TalassureMX which measures the following core Leadership and personality traits:

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

➤ **ONLY \$325 PER EXECUTIVE - THE PURCHASE OF OUR DCM LEADERSHIP ASSESSMENT INCLUDES A PERSONALIZED RESULTS DEBRIEF.**

Here are few recent client testimonials:

DCM's Annual CEO Performance Evaluation including the CEO Self-Evaluation survey, the Executive Leadership and Board Governance Online Assessment Survey and the DCM 360 Leadership Development Survey create a comprehensive review and communication tool for the Board and CEO. The feedback provided from the assessment and evaluation tools was insightful and validating. The tools provide a comprehensive review of management competencies, leadership behavior, and progress toward meeting strategic organizational goals by incorporating the perspective of the board members and direct reports, compared to your own perceptions. I highly recommend these tools and the process supported by Dennis and his team!

Anne Ogden, Executive Director
CTC Academy

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

One of the most important responsibilities of a Governing Board is the annual assessment of the Chief Executive Officer to whom operations of an organization are delegated. Not for profit organizations with rotating officers on the board have a daunting task to standardize the evaluation. To make the process objective, and to engage all officers of the Board, takes much effort and time. CAHME determined to outsource the initial part of the process in 2020-21. DCM assists in standardizing the Performance Evaluation survey to make it timely and more efficient. DCM created and performed a Board survey with elements of our prior assessments. The survey was completed much earlier 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 the Board chose DCM to assist CAHME in the Performance Evaluation survey and assessment process. I highly recommend that other organizations consider DCM.

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

Dennis Miller and his team developed an extremely valuable assessment of our governing board at the Santa Fe Recovery Center. Their perceptions and insights resulted in actionable recommendations our board understood, embraced, and implemented. Those recommendations led to more effective oversight enabling us to become a more effective substance use disorder recovery organization. Furthermore, DCM conducted 360 evaluations of both the board chair and CEO—one of the recommendations of Dennis's assessment. These evaluations were comprehensive, they effectively collected the perspectives of the many people who participate in our organization's success. DCM's insights into the results enabled me as board chair to develop an improvement plan that's paying great dividends.

Thomas Starke, Board Chair
Santa Fe Recovery Center

ONLINE BOARD AND LEADERSHIP COURSES

INVEST IN YOUR NONPROFIT BOARD MEMBERS AND EXECUTIVE LEADERSHIP TEAM'S SUCCESS

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

DCM's one-hour affordable 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 those you serve becoming the ultimate beneficiary. You can take these one-hour online courses from the convenience of your home, office or mobile app.

HOW TO BECOME A HIGH PERFORMING NONPROFIT BOARD

Topics covered include:

- *The Four Stages of Board Governance*
- *The Board & CEO Partnership*
- *Board Leadership Succession*
- *Dealing with Difficult Board Behavior*
- *The Characteristics of High Performing Boards*
- *The Board's Role in Strategic Planning*
- *How to Engage the Board in Philanthropy*
- *Measuring the Board's Annual Performance*

HOW TO BECOME A HIGH PERFORMING NONPROFIT EXECUTIVE LEADERSHIP TEAM

Topics covered include:

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

- **ONLY \$125 PER INDIVIDUAL FOR EACH ONLINE COURSE – INCLUDES A ONE-YEAR LICENSE**
- **ONLY \$875 TO REGISTER UP TO 18 MEMBERS OF YOUR LEADERSHIP TEAM AND/OR YOUR BOARD MEMBERS FOR EITHER COURSE – ALSO INCLUDES A ONE-YEAR LICENSE**

Here are few recent client testimonials:

I recently completed the training “How to Become a High Performing Nonprofit Board”. This training covered the characteristics and obstacles of being a high performing board. Yes, this training should be an essential component of the new board member orientation and can be very useful for long serving board members. The key topics can lead to a very rich discussion and learning by board members. I also believe this training is essential for Chief Executive Officers that report to the board – whether you are just beginning in your job, or a veteran. I look forward to utilizing the wealth of resources Dennis C. Miller has to offer to nonprofit leaders to move our agency mission forward.

Laura Heintz, Psy.D. CEO
Stanford Sierra Youth & Families

Wishing I had the benefit of this digestible yet comprehensive governance overview when I began working with boards. Dennis’ online courses provide organizational defining fundamentals that shouldn’t be left to figure out “on the job” or by stringing together issue centric best practice sessions more typically offered in conferences. Clarity and ease of use makes this resource valuable to the newer practitioner, to the seasoned practitioner as a refresher, or to the best intentioned boards that have simply lost their way and need to get back to the center.

David L. Flood
AHP’s 201 Si Seymour Award Recipient for his Distinguished Leadership in the Healthcare Philanthropy Community

Dennis Miller has created a wonderfully informative and instructive resource for nonprofit executives and boards in his new online courses “How to Become a High Performing Nonprofit Board” and “How to Become a High Performing Nonprofit Executive Leadership Team. The courses are full of great information and tips that will assist executives and board members at all levels of their board and leadership 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

Dennis Miller has done it again – his own version of pushing the Board from good to great. In his new series of “How to Become a High Performing Board©”, Dennis illustrates some of the most basic and strong practices needed by all non-profit Boards. Whether an experienced Board Chair or newer Board member, this is a valuable tool in helping to transition your Board to greater philanthropy opportunities, as well as the overall importance of Board impact on your organization. The success of your Board – and its leadership to the organization’s mission – is critical. Dennis’ focus on Leadership Development, Board Governance, Philanthropy and Succession Planning is a true win for all non-profit Boards.

Todd Shellenberger, Vice President
Development Make-A-Wish America

ORGANIZATIONAL LEADERSHIP DEVELOPMENT PROGRAMS

Developing an organization-wide leadership development plan is important for the following reasons:

- **Employee retention increases**
- **Employee morale improves**
- **Employee performance increases**
- **Employee career advancements**
- **Organization has more positive energy**
- **Leaders want to mentor & coach**
- **Creates a culture of learning**
- **Creates positive social impact**

DCM’s experienced national nonprofit leadership experts will assess and develop your organization’s leadership development programs through our 5-Stage Process:

1. **Conduct an initial organizational wide assessment of the current strategy for identifying and developing leaders from within your organization.**
2. **Identify the competencies, skills and personal attributes your leadership team members will need to develop to be successful.**
3. **Implement a series of workshop sessions on leadership competencies such as inspirational leadership – emotional intelligence – relationship building – creating a positive work culture.**
4. **Provide an online course to increase leadership skills and effective team building: strategic planning – fundraising – building a brand identity – impactful programs and services, etc.**
5. **Create a series of live interactive sessions on a wide range of topics – DE&I - learning from adversity – the concept of strategic alignment – leadership effectiveness, etc.**

DCM in conjunction with your leadership team, will review the progress of your leadership development program and make final recommendations to develop your program. Our leadership development program can range from 4 months to 6 months depending on the number of participants and courses selected.

The long-term benefits to your organization will be:

- *Creating a diverse pool of talented and motivated individuals from within your organization,*
- *Who possess a broad range of skills, competencies, and personal attributes, and*
- *Who can step into a wide range of leadership positions when transitions are necessary.*

CONTACT DCM ASSOCIATES TO LEARN MORE ABOUT HOW OUR AFFORDABLE FEES AND APPROACH WILL HELP YOU DEVELOP YOUR PROFESSIONAL LEADERSHIP DEVELOPMENT PROGRAM.

EXECUTIVE LEADERSHIP AND BOARD COACHING SERVICES

DCM'S executive leadership coaching services are specifically designed for nonprofit leaders and board members. Our flexible coaching services are equally valuable for the emerging nonprofit leaders, mid-career individuals and current executive leaders and board members. Whether leaders are looking to build culture, improve efficacy or lead new strategic initiatives, DCM's coaching team provides excellent support and capacity building to support every level of leadership in leading their organizations successfully forward.

Our team of national experts has decades of experience and successful outcomes. DCM is recognized as thought leaders who are effective in helping organizations to recruit 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 the great results and personal satisfaction they are seeking.

CONTACT DCM TO DISCUSS SPECIFIC LEADERSHIP COACHING NEEDS AND AFFORDABLE PROFESSIONAL FEES.

THE DCM NONPROFIT EXECUTIVE LEADERSHIP CERTIFICATE

REWARD, RECOGNIZE, RETAIN AND DEVELOP YOUR NONPROFIT LEADERSHIP TEAM

The DCM transformational nonprofit leadership certificate program is intended for current CEO/Executive Directors, executive leadership team members and those emerging leaders who hope to become a CEO in the future. This program includes seven courses taught by nationally recognized nonprofit leadership executives, coaches, authors, and search consultants virtually over a three-month period in the Fall.

Each of the seven courses have two components: a one-hour recorded session that you can take at your own convenience from your office, home or mobile app, and a live interactive 90 minute session scheduled by each presenter enabling ample time to address each of the discussed topics discussed and answer any and all questions you may have. Each participant receives a Certificate of Completion.

➤ **\$975 PER REGISTRANT – FOR MORE INFORMATION VISIT WWW.DCM-ASSOCIATES.COM**

Here are few recent client testimonials:

I found the Transformational Nonprofit Leadership Certificate program to be a series of well covered topics that are crucial in the non-profit sector today. The high-level focus on topics such as strategic planning, communication, the four pillars of leadership, and learning from adversity are just a few of the needed skills for emerging leaders in the current challenging times of transition.

Our non-profit just celebrated 40 years of work in our community. The DCM Leadership Certificate program came at just the right time for me and our organization as we are reimagining and looking forward to what another 40 will look like.

I enjoyed all of the sessions and the speakers were phenomenal.

I appreciated the excellent responsiveness from all the presenters. And the session topics were relevant and the sessions themselves provided excellent information.

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.



Click here to go to www.dcm-associates.com and scroll down to our client videos section to see what they have to say about us.

TO LEARN MORE ABOUT HOW DCM'S TEAM OF EXPERIENCED AND DEDICATED
NONPROFIT LEADERSHIP EXPERTS CAN ASSIST YOU AND YOUR ORGANIZATION,
PLEASE VISIT WWW.DCM-ASSOCIATES.COM

Please feel free to schedule a free no-obligation consultation with
Dr. Cahill, President of DCM's Institute for Nonprofit Board & Executive Leadership by
contacting him at Terrence@DCM-Associates.com



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