



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

# DCM INSTITUTE FOR NONPROFIT BOARD & EXECUTIVE LEADERSHIP



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

# STRENGTHEN YOUR LEADERSHIP TEAM

Leadership development plays a critical role in the success and sustainability of every nonprofit organization. Nonprofits often struggle with employee turnover. Developing leaders is closely tied to retaining them. According to a recent HR survey, approximately 40% of voluntary turnover in nonprofits occurs due to a “lack of opportunity for upward mobility/career growth.” By investing in leadership development, nonprofits can create a pathway for advancement, making employees feel valued and motivated to stay.

*Dennis Miller's keen instincts, broad executive experience, and strategy assessment enabled him to quickly home 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 BENEFITS OF DCM'S LEADERSHIP DEVELOPMENT PROGRAM

Developing your organization-wide leadership development plan in conjunction with DCM will create the following results:

- *Increased employee retention*
- *Increased employee performance*
- *Creates a culture of learning*
- *Improved employee morale*
- *Increased positive energy*
- *Creates positive social impact*

## DCM'S 5 STAGE ASSESSMENT & DEVELOPMENT PROCESS

- *Conduct an organizational wide assessment of your current strategy for identifying and developing leaders from within your organization*
- *Identify the competencies, skills and personal attributes your leadership team will need to develop to be successful*
- *Provide an online course with nine modules to increase leadership skills and effective team building*
- *Implement a series of virtual webinars on developing leadership competencies*
- *Create a series of live interactive workshops on a wide range of topics leadership topics*

DCM in conjunction with your leadership team, will review 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.

➤ **OUR FEES RANGE FROM \$5000 TO \$9500 BASED ON THE NUMBER OF LIVE INTERACTIVE WORKSHOPS SELECTED. CONTACT US TO LEARN MORE.**

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# STRENGTHEN YOUR NONPROFIT BOARD

The success of your nonprofit organization depends largely upon the effectiveness of your nonprofit board. Building a strong board of directors is, therefore, essential for any nonprofit that wants to achieve its goals and make a meaningful impact. However, building a strong board is not an easy task. It requires considerable knowledge and dedication.

*Dennis succeeded in motivating our board to look at their processes, think about them, and create a plan for making changes to move the organization forward while maintaining the strong visibility, advocacy, and programs NJAMHAA is known for. NJAMHAA will surpass itself in evolving into even a stronger trade association thanks to Dennis C. Miller!*

*Debra L. Wentz, Ph.D., Chief Executive Officer  
New Jersey Association for Mental Health and Addiction Agencies*

## DCM'S TEAM OF NATIONAL NONPROFIT BOARD GOVERNANCE EXPERTS CAN HELP YOU STRENGTHEN YOUR BOARD.

The following are some of the key areas of consultation we offer:

- ***Creating a CEO and Board Partnership – Learn how to become strategically aligned and focused on results and achieving your strategic vision***
- ***How to build a diverse board that reflects and values your community***
- ***Learn how to recruit new board members based on competencies and personal characteristics first, skills second***
- ***How to engage your board to create a successful culture of philanthropy***
- ***Address issues of board leadership succession***
- ***The board's role in strategic planning***
- ***How to address difficult board behavior***

➤ **OUR FEES RANGE FROM \$2,500 AND ABOVE BASED UPON THE LEVEL OF CONSULTATION REQUIRED.**

## PERFORMANCE ASSESSMENTS AND EVALUATIONS

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 in his highly 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, the greater the positive social impact will be on those you serve.



**Todd Nelson, Board Chair**  
CAHME



**Stephen N. Lawrence, PhD, MPA**  
Chair, Council on Trustees  
Bonnie Brae



**Anne Ogden, Executive Director**  
CTC Academy



**Dr. Anthony Stanowski, President & CEO**  
CAHME

**“WHAT GETS MEASURED GETS DONE.”  
BEGIN WITH ONE OR MORE OF DCM’S VERY AFFORDABLE LEADERSHIP  
AND BOARD ASSESSMENTS AND EVALUATIONS.**

- **Annual CEO Performance Evaluation**
- **Board Governance Online Assessment Survey**
- **Executive Leadership & Board Governance Combined Online Assessment Survey**

*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.**

➤ **EACH OF THE ABOVE THREE ASSESSMENTS ARE PRICED AT ONLY \$875**

In addition, for individual and leadership team assessments DCM feature Hogan Assessment’s three core personality assessments and the Talassure 360 Evaluation



The Hogan assessments provide an objective lens for understanding people by answering the following questions: **What do people want? How will they get what they want? What will get in their way?** DCM utilizes one or more of these assessments in executive search and leadership development.

- **Hogan Personality Inventory (HPI)**
- **Motives, Values, Preferences Inventory (MVPI)**
- **Hogan Development Survey (HDS)**

*I found the Hogan assessments very insightful. They gave me an awareness of some blind spots. Dr. Cahill’s style of coaching was very supportive-especially at the height of the pandemic. His interpretation of my Hogan results in relation to my leadership responsibilities helped me grow my leadership.*

**Jubril Oyeyemi , MD, FHELA  
Medical Director, CEO**

➤ **PRICE BEGINS AT \$350 AND INCREASES BASED UPON THE NUMBER OF ASSESSMENTS REQUESTED.**

**THE 360 LEADERSHIP EVALUATION**

The DCM 360 Leadership Evaluation is an ideal way to identify how a leader is perceived by those they work with - their boss, direct reports, and peers on the leadership team. Feedback to the leader is given freely, anonymously and honestly with the focus on development by rating performance of 62 leadership behaviors, 17 leadership skills, and 7 leadership competencies

➤ **THE 360 EVALUATION IS PRICED AT \$875 PER LEADER.**

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# BOARD AND CEO PERFORMANCE COACHING

Members of the DCM Team provide nonprofit leadership & board performance coaching through a series of confidential conversations that are designed and conducted to enhance the leader's well-being or performance.

*With a surgeon's precision Dennis was able to immediately diagnose many of our problems. Because of his insight we are starting to see the light at the end of the tunnel and for once it is not a train!*

***Edmond Brown, President, Board of Directors  
The Arc of Somerset County***



**Tom Weatherall, President + CEO**  
Make-A-Wish Foundation of NJ

Clients of DCM's nonprofit leadership & board governance performance coaching recognize the following benefits:

- ***Increased confidence and ability to be a more effective leader***
- ***Enhanced performance as CEO, board chair or entire leadership team***
- ***Ability to constructively confront the tough issues and decision making***
- ***New insights and self-awareness into their behavior***
- ***Ability to develop their own solutions rather than have them externally imposed***
- ***A roadmap for personal growth***

➤ **OUR FEES VARY BASED UPON THE DURATION OF THE COACHING TIME SELECTED.**

*The DCM 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.*

***Thomas Starke, Board Chair  
Santa Fe Recovery Center***

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## 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.



**Walter Brasch, CPA, CGMA**  
**Chief Success Officer**  
Prager Metis, CPAs LLC

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**

*Dennis Miller's presentation on How to Develop a High Performing Board was a truly enjoyable combination of informative content and open dialogue - with lots of laughs in between. The feedback has been so positive that I have scheduled Dennis to return for another presentation on the Board's Role in Fundraising at our next Board meeting. I highly recommend Dennis to all nonprofit boards who want to improve their performance.*

***Christine LaRocca, Esq. Board Chair  
Spectrum for Living***

*Dennis Miller's course on "How to Become a High Performing Board©" is a wonderful tool for both new and more experienced board members as well as for board chairs. Dennis' insights, which have developed from his wide experience with both for profit and not for profit entities, provides great clarity to any board member as to individual director responsibilities, and the best methods of enhancing the performance for their boards.*

***Edward W. Ahart, Esq., Board Chair  
Fannie Ripple Foundation***

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# NONPROFIT EXECUTIVE & BOARD RETREAT FACILITATION

Board retreats are an excellent opportunity to think about the future of your organization, establish new goals and develop desired standards of performance, and develop team leadership skills.

DCM has a team of experienced retreat facilitators who can provide your organization with an opportunity to explore a new strategic vision, confront new challenges and opportunities and serve to revitalize your entire organization.



**J. Anthony Manger, JD.**  
Chairman, Board of Trustees  
Montgomery Academy

➤ **\$5000 AND ABOVE DEPENDING UPON THE SCOPE OF SERVICES REQUESTED.**

*We are deeply in Dennis' debt for facilitating a highly successful 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 Interns in Civic Service, Princeton University*

*Dennis Miller facilitated our board retreat, and he did a wonderful job. Specifically, he helped our board members see the broader needs of the organization, examine how their specific skill sets can best benefit our mission, and created renewed enthusiasm and commitment for their service. He helped us to hone in on our vision and lighted the pathway to achieve it.*

**Tracey Wilson Heisler, MA, Executive Director**  
*CASA of Somerset, Hunterdon, and Warren*

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## THE DCM FALL NONPROFIT EXECUTIVE LEADERSHIP CERTIFICATE PROGRAM

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**

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A few comments from our graduates:

*“Outstanding presentations”*

*“Really enjoyed every session”*

*“Wonderful leadership program”*

*“Terrific presenters”*

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Please feel free to schedule a free no-obligation consultation with Terrence Cahill, EdD, President, Institute for Transformational Nonprofit Leadership & Board Performance, at [Terrence.cahill@dcm-associates.com](mailto:Terrence.cahill@dcm-associates.com) to schedule a free conference call or contact him at 732-599-6327

**FOR MORE INFORMATION ABOUT OUR SERVICES, PLEASE VISIT [WWW.DCM-ASSOCIATES.COM](http://WWW.DCM-ASSOCIATES.COM)**



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