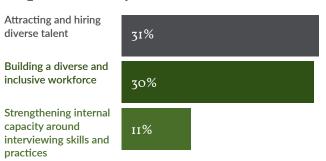


With our second annual Nonprofit Talent Management Priorities Survey, we sought to discover what the nonprofit sector was most concerned about in regards to talent management moving into 2018.

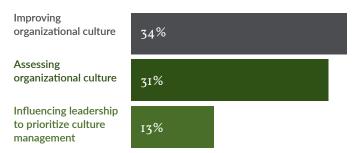
More than 350 nonprofit leaders and HR professionals from a diverse range of organizations participated in the survey.

Below, you'll find the three top-ranked priorities in each area of focus (based on weighted averages), as well as the percent of respondents who selected each priority as their most important.

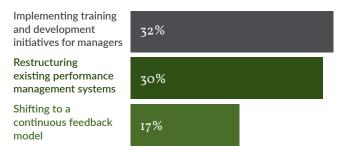
# Top Talent Acquisition Priorities



# Top Culture & Engagement Priorities



## Top Performance Management Priorities



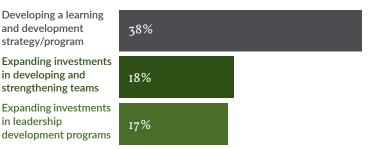
# Top Learning & Development Priorities

and development

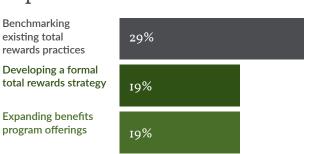
strategy/program

in developing and

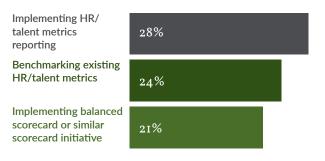
in leadership



#### Top Total Rewards Priorities



# Top Talent-Related Analytics Priorities



responsibilities dedicated investment training people Limited position operations time Funding LeadershipH Rresources organization focus hiring need board person work lack staff need board financial Capacity budget human small money number development support strategic

All organizations

Budget sizes ranging from <\$1M - >\$40M

Small organizations

Budgets < \$20M

implement work culture professional senior support management board money change obstacle leadership diversity HR level Staff Ime priorities HR level Staff Ime priorities HR level Staff Ime level Staff Ime priorities HR level Staff Ime priorities Lack Funding talent resources nonprofit strategic Capacity limitations issues

investment
Limited HR people
Initiatives bandwidth
Limited HR bandwidth
Initiatives Personal Contact Staff topics

Resources Talent
Capacity leaders in across time Consistent Priorities Financial

Consistent Personal Consistent Priorities Financial

#### The takeaway:

Nonprofits of all sizes cite limited sources as a primary talent obstacle. Smaller nonprofits indicate that limited capacity and funding are obstacles, while larger organizations are more likely to note dysfunctional or unengaged leadership as their primary obstacle to realizing their talent priorities.



Large organizations

Budgets > \$20M