



Unlock the Potential of Your Social Enterprise

Tuesday, April 27, 2021

2:00 – 3:30 p.m. EST

Speakers



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by Nonprofit HR

About SITA by Nonprofit HR

Our vision:

The first global talent management collaborative exclusively designed to support the HR/people needs of the social enterprise community.

- Founded in October 2019, SITA by Nonprofit HR is a collaborative that exclusively serves the social enterprise community.
- Back by our parent company, we offer 20+ years serving the social sector as a trusted advisor and thought partner.
- Total lifecycle solutions for people management.
- Direct partnership with social enterprises, foundations, social incubators, B Corps and impact investors.
- Woman of color owned firm.

Let us help you imagine a social
enterprise community where people
are the catalyst for global good.



SOCIAL INNOVATION POWERED THROUGH MISSION-DRIVEN TALENT

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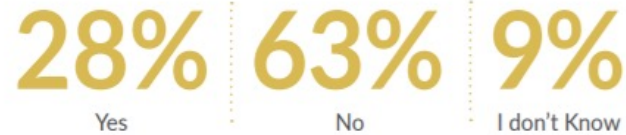


Our Discussion Will Cover:

- Why Human Potential is Key to the Success of Your Social Enterprise
- Alignment with Purpose, Mission and Vision
- Tenets of Leadership
- Building an Intentional and Collaborative Culture
- The Aha Effect!

Why Human Potential is Key to the Success of Your Social Enterprise

Organizations that have a formal talent management strategy/plan that will guide its work in 2021



2021 NONPROFIT
TALENT MANAGEMENT PRIORITIES



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Why Human Potential is Key to the Success of Your Social Enterprise



Talent Management Lifecycle



Why Human Potential is Key to the Success of Your Social Enterprise

Focus on lived experiences

Organizational behaviors/tenets of leadership align with your culture

Build a culture of collaboration

Equity and belonging

Alignment with purpose, mission and vision

Thrive and build a visionary legacy through replication



Alignment with Purpose, Mission and Vision



Identify people who have a “change the world” approach to life and business objectives. People might be serious-minded or just jazzed about your mission. Go beyond just their competencies and skills.

Ask them two defining questions during an interview:

- What motivates you?
- How does your personal mission align with our organization's?



Tenets of Leadership – The Transformational Leader

Tenets of Leadership – Be Transformational



Idealized Influence

- Positive mentor and coach
- Engender trust and respect
- Demonstrate personally held values



Tenets of Leadership – Be Transformational



Inspirational Motivation

- Communicate high expectations
- Inspire and energize others to go beyond minimal standards
- Challenge people to set meaningful goals that advance their personal and professional growth



Tenets of Leadership – Be Transformational



Intellectual Stimulation

- Encourage people to approach solutions in new ways
- Inspire critical thinking and share new ideas
- Empower people to contribute innovative or alternative solutions



Tenets of Leadership – Be Transformational



Individualized Consideration

- Treat each person as unique and valued
- Actively listen
- Authentic sense of care and concern (empathic leadership)



Building an Intentional and Collaborative Culture



1. Begins with your organizational leadership—model your behavior
2. People and teams must trust each other
3. Values and behaviors drive results
4. People are focused on mission and outcomes
5. Imagine an open feedback culture (“Yes, and...” or “Let’s explore a new path...”)
6. Be inclusive of remote versus onsite teams or people—demand inclusiveness and diversity of thought
7. Creates a sense of belonging and ensure everyone can contribute and every voice is heard
8. Encourage and embrace informal networks and sharing of ideas, systems, tools, work products and case studies
9. Everyone owns their fair share of the workload with an end-goal in sight
10. Brainstorm—where ideas are birthed!



The Aha Effect!



Retention, Satisfaction and Trust

The moment you realize that everyone in your social enterprise contributes their gift of greatness, your vision, mission and purpose is being fulfilled because others believe in what they cannot see, and they know it will change the world forever.



Questions?

Contact

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