

# Investing In, Developing and Growing Your Teams for Greater Mission Impact

How a Holistic Approach to Staff Development Can Transform  
Your Organization

# Nonprofit**HR**

## About Nonprofit HR

### Our vision:

We are the leading source of innovative talent management, talent acquisition services and knowledge for the social impact sector.

- Total lifecycle solutions for talent management.
- 20+ years serving the social sector as a trusted advisor and thought partner.
- Thousands of missions served.
- Woman and Minority-owned.
- National footprint.
- Award-winning and highly-credentialed staff.

*“Nonprofit HR’s experts listen, articulate people-centric solutions and understand the correlation between having high-performing, engaged staff and us being able to support our members’ needs. Their team has elevated the importance of and visibility around innovative HR practices. Nonprofit HR is an invaluable strategic partner.”*

**Cathy Gibney, CPA**  
**Chief Financial Officer**  
**National Hospice and Palliative Care Organization**





Our Practices:  
Nonprofit HR's  
suite of solutions  
are centered  
around five core  
service areas

## STRATEGY & ADVISORY

- HR Audits & Assessment
- Workforce Planning
- Performance Management
- Workplace Culture & Employee Engagement
- Learning & Development

## OUTSOURCING

- Interim Outsourcing
- Comprehensive General Outsourcing
- Specialty Outsourcing (i.e. strategy, recruitment, benefits)

## DIVERSITY EQUITY & INCLUSION

- Equity Assessments & Implementation Support
- DEI Training
- Cultural Transformation
- Leadership Development
- Interim Chief Equity Officer

## TOTAL REWARDS

- Compensation Benchmarking & Program Design
- Pay Equity Analysis
- Benefits Assessments & Administration
- Cost Containment Strategy Design
- HR Technology



## SEARCH

- Executive Search
- Direct Hire
- Recruitment Outsourcing
- Temp-to-Hire
- Temporary on Demand



## SOCIAL ENTERPRISE

We also partner with nonprofit and for-profit social enterprises to help strengthen their people management practices.

## CONVERSATION HOSTS



**Alexandra Taylor**  
Senior Consultant  
Strategy & Advisory and DEI  
Nonprofit HR



**Lisa Wright Ponce**  
Senior Consultant  
Strategy & Advisory  
Nonprofit HR

## PANELISTS



**Amanda Upshaw**  
Chief of Staff  
CLASP



**Dr. Antione Smith**  
Senior Director of HR and Administration  
Foreign Service Protective Association



## AGENDA

- Where do we start with our investment in people?
- What is the talent management lifecycle?
- Which key unlocks the door to leadership development?
- How do career development conversations build your people?
- How does equity play a role?
- When does the investment in people impact retention?

And then...

- How is your organization investing in people?
- Which outcomes are visible today?
- What are the challenges?

# Where Do We Start?

## Talent Management Lifecycle





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# The Key To Developing Your Leaders: Creating the Pathway

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# Career Development

Career development is among the most frequently forgotten tools for driving business results... Yet it's completely within a manager's sphere of influence.

Help Them Grow or Watch Them Go  
*Beverly Kaye & Julie Winkle Giulioni*

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# Equity Considerations

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# The Impact On Retention



Take a moment to think  
about what career  
development means to you.

What's involved?

What's your role?

# Let's Dig Deeper

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**Tell us about the Leadership Development/Learning and Development (L&D) Strategy at your organization.**



What is one outcome of your L&D strategy that has had real impact on your organization?





# Careers are developed one conversation at a time... over time.

Help Them Grow or Watch Them Go  
*Beverly Kaye & Julie Winkle Giulioni*



# What challenges do you face in your organization's L&D strategy?



# How do you measure the success of your L&D efforts?



# What Does A Development Culture Look Like?

- Blurry Around Boundaries (*leaders see opportunities to collaborate across depts/teams*)
- Information-Rich (*environment of openness and transparency*)
- Results-Focused (*what are we trying to achieve? What are our goals related to development?*)
- Patient (*with the development process*)
- CURIOUS!

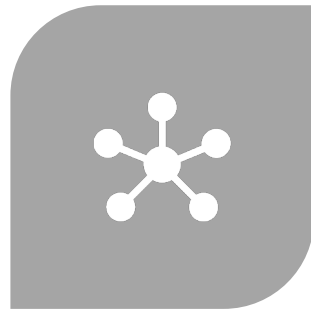
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# Creating Your L&D Strategy: 4 Step Approach

# 4 Steps to Success



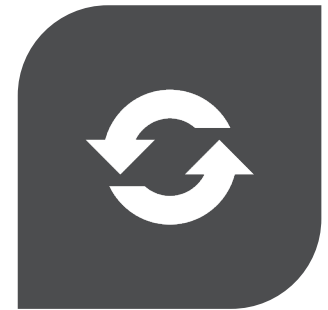
ASSESS



ALIGN



ANALYZE



REPEAT



## ASSESS

- Revisit or create core values, leadership and staff competencies, and aligned behaviors
- Uncover how equity experienced by staff
- Launch staff survey
- Conduct staff focus groups

## ALIGN

- Engage strategic plan to determine unique competencies and skills needed over next 2-3 years
- Determine phased-in approach to training tracks

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## ANALYZE

- Establish benchmarks
- Engage metrics
- Review data
- Adapt program (as needed)
- Re-focus accountability (employer & employee)

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REPEAT ☺

REPEAT

Repeat

REPEAT





**THANK YOU** to each of our panelists for  
their contributions today!

**Now, let's jump into Q&A!**



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For more information on Nonprofit HR's comprehensive approach to learning and development, which includes:

- Organizational Assessment
- Development of Learning & Development Strategy
- Leadership Competency Development
- Learning and Development Tracks for Managers and Leaders
- Advisory on Demand
- 360 Assessments
- Ongoing Manager and Leader Coaching

Please contact Alexandra Taylor at [ataylor@nonprofithr.com](mailto:ataylor@nonprofithr.com)



## CONTACT US

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