

Nonprofit**HR**

When and How to *Shift* Your Organization's Performance Management System

NONPROFITHR.COM

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



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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.

Presenter



**Jennifer C.
Morgan, PHR**
HR Consultant,
Outsourcing
Nonprofit HR



When and How to *Shift* Your Organization's Performance Management System

Shift (verb): "To cause a move from one place to another, especially **over a small distance.**"

Focal Points for Today's Webinar

- **The Analysis:** Determine if your current feedback process is working
- **The Shift:** Traditional performance management to continuous feedback
- **The Skills Gap:** How to overcome this common barrier
- **The Training:** Empower your leaders to give and receive feedback

The Analysis: Is This Working?

- **Question for the audience:** How does your organization carry out performance management today?
 - **Step 1:** Learning
 - **Step 2:** Active Listening
 - **Step 3:** Commit to the Shift
 - **Step 4:** Understanding

The Shift: Traditional vs. Continuous Feedback

- **Question For The Audience:** What do you believe is the greatest benefit to the continuous feedback model?
 - **Step 1:** Transparent Communication
 - **Step 2:** Feedback Mechanisms
 - **Step 3:** People Over Paperwork
 - **Step 4:** Look back

The Skills Gap: What's Next?

- **Question for audience:** Do you have an example of a skills gap scenario you've experienced with an employee?
 - Supervisor of peer SME coaching
 - External Training
 - Development Timeline
 - Realign job duties
 - Consult with Nonprofit HR

The Training: Empowering Your Leaders – Benefits of the Check-In



GOALS

Check-ins on goals helps to track progress, identify obstacles, and ensure open communication on next-steps to be taken.



EMPLOYEE EMPOWERMENT

Both employee and manager are empowered to influence project direction and performance expectations.



COURSE CORRECTION

Drive forward progress on projects and goals, and identify obstacles for rapid course correction.



ENGAGEMENT (FEELING OF PROGRESS)

83% of companies say the quality of conversation improves with more frequent check-ins.



VALUE INVESTMENT

Check-ins openly demonstrates the value your company places on employees.

The Training: Empowering Your Leaders — Check-In Structure

Performance Check-Ins

- Status of short-term tasks
- Status of long-term projects
- Recent accomplishments
- Goal re-alignment

Development Check-Ins

- Status of training in progress
- New training requests
- Any new skills gaps?
- Review of journey to career goals

The Training: Empowering Your Leaders — Common Barriers

Barriers

- Time commitment
- Documentation strain
- Lack of communication
- Fear of change

Best Practice

- Time upfront—retention time saved
- People over paperwork
- Transparent, continuous communication
- Engagement value to leadership

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Q&A Session

Thank you for joining us!

CONTACT

Jennifer C. Morgan, PHR
HR Consultant
Outsourcing
Nonprofit HR
jmorgan@nonprofithr.com