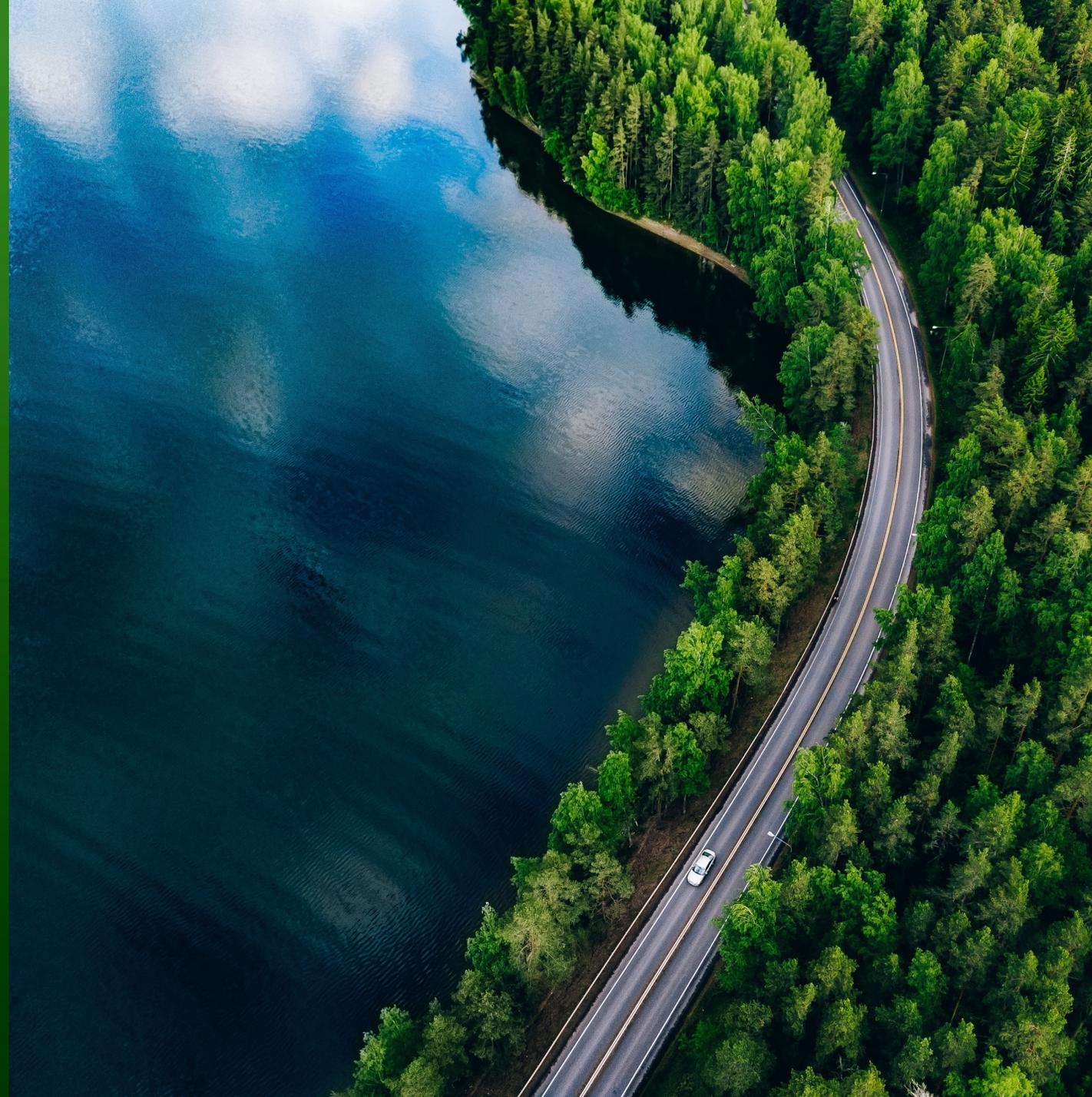




Nonprofit**HR**

# STRATEGIC HR LEADERSHIP IN 2024: NAVIGATING TALENT DYNAMICS FOR THE FUTURE OF WORK

March 12, 2024





# 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 of serving the social sector as a trusted advisor and thought partner.
- Thousands of missions served.
- Black woman owned.
- National footprint.
- Award-winning and 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, Chief Financial Officer,  
National Hospice & 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

## HR OUTSOURCING

- Interim Outsourcing
- Comprehensive General Outsourcing
- Specialty Outsourcing

## EQUITY, DIVERSITY, INCLUSION & JUSTICE

- Assessments, Strategy Design & Implementation
- EDIJ Training
- Cultural Transformation
- Leadership Development
- Interim Chief Equity Officer

## TOTAL REWARDS

- Salary Benchmarking
- Compensation Program Design
- Pay Equity Analysis
- Benefits Assessments
- HR Technology

## SEARCH

- Executive & Professional Search
- Recruitment Outsourcing
- Interim leadership

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



YOUR NONPROFIT HR

# PRESENTERS



**SAMANTHA  
JUSTICE KELLEY,  
ACC, CPCC, SHRM-  
SCP, SPHR**

Managing Director,  
Outsourcing



**LAURA LANEY,  
SHRM-CP**

Team Leader & Senior  
Consultant,  
Outsourcing



**CHANTEL SIMMS,  
MBA, SHRM-SCP,  
SPHR**

Team Leader & Senior  
Consultant,  
Outsourcing



**ANNE KOO  
THORNQUIST,  
MBA, SPHR**

Senior Consultant,  
Outsourcing



# ■ AGENDA

- Learn proven methods to empower your team and move toward creativity and success
- Gain a fresh HR function perspective for impactful talent development
- Equip your leaders with insights and essential skills to help teams thrive in dynamic situations, driving adaptability and success
- Stay innovative with examples of implementing modern workforce learning programs for ongoing growth
- Discover powerful techniques to boost engagement, ensuring your organization retains and nurtures top talent



How can nonprofits create a culture that not only **attracts** but also **nurtures** and **retains** high-performing talent?



What **essential skills** should nonprofit leaders focus on developing to help their teams **thrive** in unpredictable or rapidly changing environments?





With the future of work continuously evolving, what are the **key trends** nonprofit HR leaders should prepare for?



What are the **top techniques** you have found most effective for **boosting** employee engagement in the nonprofit sector, especially for virtualized workforces?





What's **one thing** leaders in nonprofits may be missing when it comes to leveraging strategic talent management to **better align** with their organization's mission and objectives?



How can nonprofits **adapt** their HR functions to more effectively support developing their people in today's **dynamic** environment?





What are some **innovative HR practices** you've seen that have made a significant impact on **talent development** within nonprofits over the past few years?



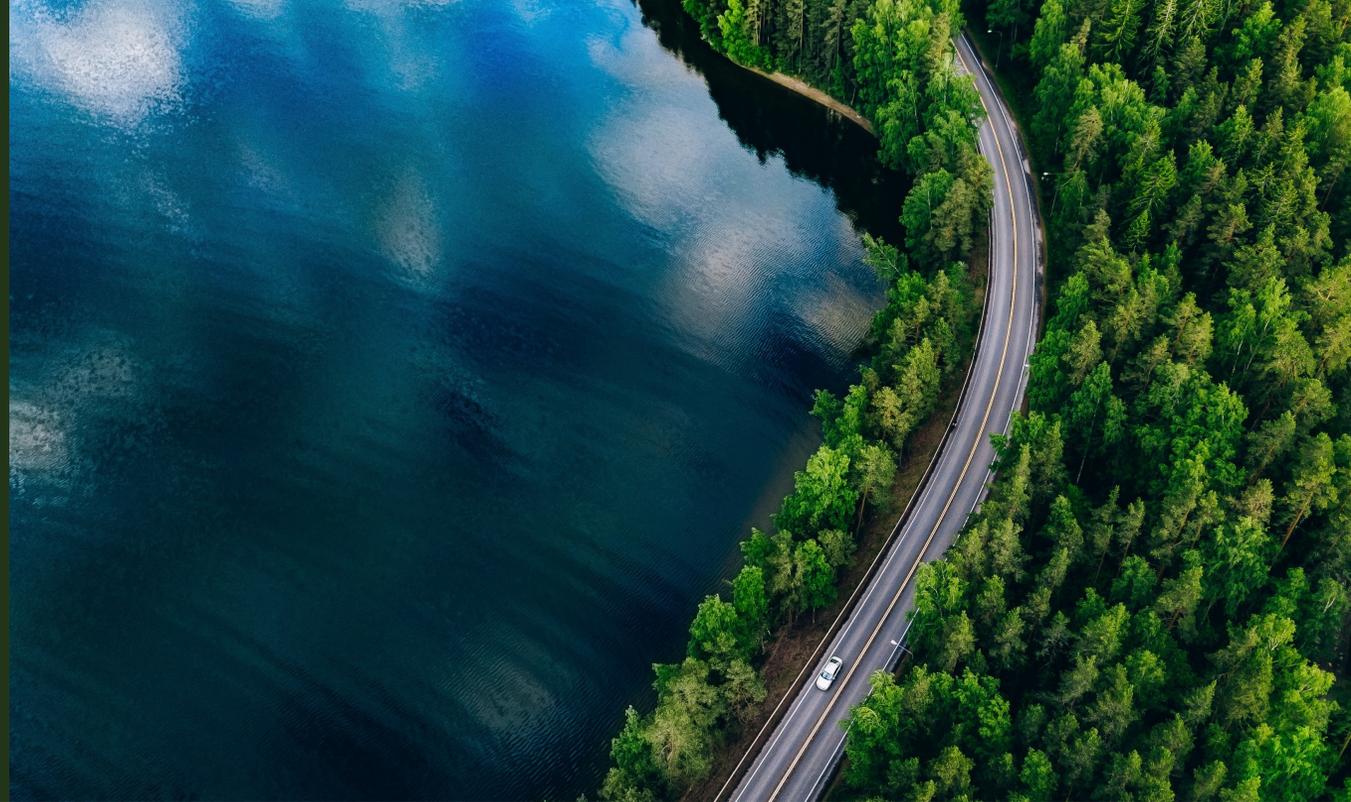
Looking further ahead, what **strategic actions** should nonprofits consider taking to ensure **effective people management** and **data-driven decision making** becomes a central driving force in their organization?





How can nonprofits ensure that their people management practices are not just **reacting** to changes in the workforce landscape but are **actively shaping** their future?

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**Q&A**



# THANK YOU & CONTACT US

**Samantha Justice Kelley, ACC, CPCC,  
SHRM-SCP, SPHR**  
Managing Director, Outsourcing  
[sjustice@nonprofithr.com](mailto:sjustice@nonprofithr.com)

**Laura Laney, SHRM-CP**  
Team Leader & Senior Consultant, Outsourcing  
[llaney@nonprofithr.com](mailto:llaney@nonprofithr.com)

**Chantel Simms, MBA, SHRM-SCP, SPHR**  
Team Leader & Senior Consultant, Outsourcing  
[csimms@nonprofithr.com](mailto:csimms@nonprofithr.com)

**Anne Koo Thornquist, MBA, SPHR**  
Senior Consultant, Outsourcing  
[athornquist@nonprofithr.com](mailto:athornquist@nonprofithr.com)

