Building and Supporting Nonprofit Leaders

Bernikow JCC Staten Island



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Learning Objectives

- Identify leadership-development opportunities at every level of the organization.
- Diagnose common barriers to internal growth and retention.
- Design one practical leadership pathway or development initiative.
- Identify tools and external resources you can leverage immediately.
- Commit to one next step within 30 days.



Agenda



01 Welcome

02 Leadership pipeline snapshot

03 Map the leadership journey

04 Remove the barriers

05 Build a practical pathway

06 Resource Exchange

Leadership development is not only about preparing executives. It is about creating the conditions for people to grow, contribute, and see a future within the organization.

01

Be Practical

Focus on approaches that work in a resource-constrained environment.

02

Be Generous

Share tools, lessons, amd adaptations.

03

Distinguish Between

- Professional development
- Career pathways
- Leadership culture

Reflection

01

01 Where does leadership development currently happen in my organization?

02 Which employee group receives the least access to development?

03 Where are we most at risk of losing talented people?



Map the Leadership Journey

- Frontline Employee
- New Supervisor
- Experienced Manager
- Senior or Organizational Leader

What would an employee need to experience, practice and demonstrate to move successfully to the next level?



For each stage identify

01 Critical Skills

02 Experiences Needed

03 Available development opportunities

04 Common Barriers

05 Signals the someone is ready for the next step

Remove the barriers

A high-performing frontline employee has been identified as a future supervisor. They are excellent with clients but have never managed performance, delegated work, facilitated conflict, or participated in budgeting. Your organization cannot offer a formal leadership program this year.

Answer:

What development does this person need?

What can be provided internally at little or no cost?

What role should the current supervisor play?

What outside resource or partnership could help?

How can the organization avoid creating an inequitable “informal sponsorship” process?





Build a practical pathway

01 Leadership capabilities needed

02 Three developmental experiences

03 Internal tools or people we can leverage

04 Citywide or external resources we can leverage

05 Manager responsibilities

06 Evidence of Progress/30 Day Review

Resource Exchange

- Training and cohort programs
- Coaching and mentoring
- Talent and succession tools
- Funding, fellowships, and citywide partnerships

What resource, tool, or practice has helped your organization develop or retain leaders?

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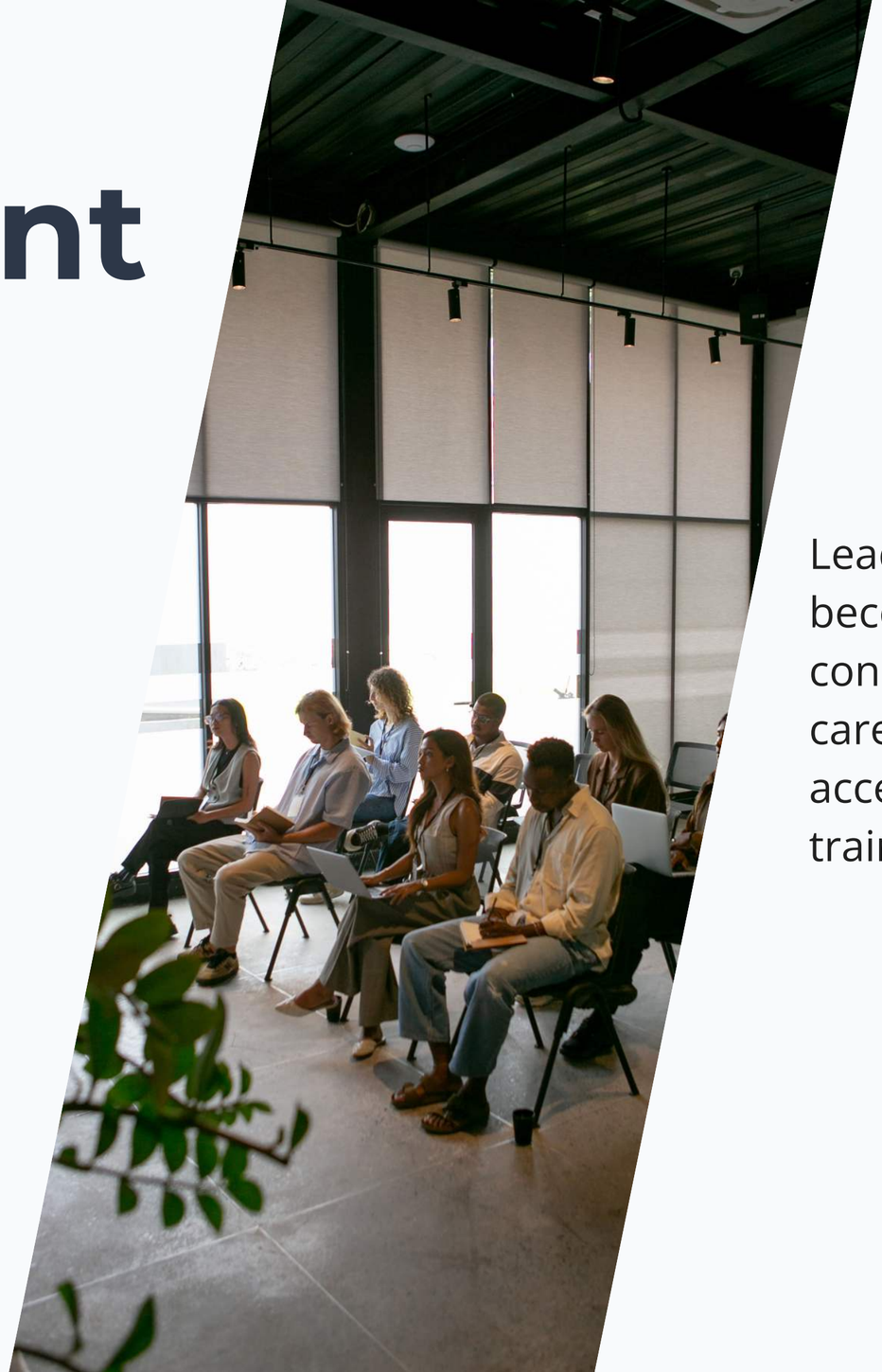
Commitment

Within the next 30 days, I will...

- Start:
- Stop:
- Strengthen:
- Ask for help from:



Leadership development becomes real when it is connected to daily work, visible career pathways, and consistent access-not just an occasional training.

Thank You!

