

## A Resiliency Menu for the Nonprofit

engaging strategies to elevate wellbeing



A collective impact strategy to transform  
how nonprofits do the work that transforms the world.

Nonprofits are mission driven organizations. The missions are about impacting and improving livability. The work is essential and exhausting. The organizational health of boards, executive directors and the teams will determine the level of wellbeing for the organization and ultimately the clients they served. It's all connected.

Developing a nonprofit organization that is resilient requires awareness and practical strategies to implement even when resources feel scarce. The answer is sustainable practices and principles that guide the board, the executive director and the team in doing what is relevant with greater intention rather than doing more with less. The impact on mission accomplished and resiliency of the people behind the mission is powerful.

The work with Sandy provides a pathway to identify areas of vulnerability and strengths. Those discoveries along with research-based steps can minimize the gaps and expand the good. This dynamic invites participants to see their work, their contribution, from a new lens and engage in a transformational way. The results are a collective impact that grows, protects and represents the mission and elevates wellbeing in tangible ways to increase success with recruitment, retention and engagement of staff, board members, funders and potential partners.

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## OPTIONS TO EXPLORE WHOLISTIC IMPACT

Sandy designs the right combination of professional development options based on consulting conversations with each organization. Listed are some of the options and combinations for *a//*the organizational influencers.

THE BOARD MEMBERS

THE EXECUTIVE DIRECTOR/ADMINISTRATION

THE TEAM MEMBERS

# THE BOARD

[including but not limited to executive director]

## DESIGNING A RESILIENT TABLE

Whether it's a nonprofit board, a department in an organization, or team in a business: resiliency is necessary for authentic engagement that creates long standing success and sustainability. It starts with the board and senior leadership. This training challenges and equips those around the table to do the work that fosters relevancy, relationship, and the fluidity to reframe perceived barriers and challenges.

Take the step to invest in people, your most valuable asset, to create a resilient organization by doing core work that emerges practical strategies, fueling truly human leadership and transformational vs transactional engagement. Your organization will be better positioned to face today's challenges and positively impact your teams, their families and the communities beyond your walls. Clients report increased self-awareness, engagement, clarity, intentional collaboration and a higher level of commitment to the possibility of collective impact.

### Options:

- 3-hour session. Includes pdf guidebook and pre-meeting confidential survey and processing for use during consult.
- In person or virtual

## RELEVANCY CONSULT PACKAGE

a strategy to do relevant work that has big impact

Stop doing more with less and start working with a fierce focus. Discovering and testing strategies to conserve resources is at the root of this two-session consult.

Clients are guided through clarifying the impact and contribution they desire to come out of their work: WHY they exist. Once emerged, the WHY is foundational to designing a relevancy filter™ that offers a consistent process for making key decisions, allowing them to determine with intention where to place resources and energy. The power is in the equity, trust, capacity-building and engagement that is created through this tool. Clients report increased clarity, confidence, focus, innovation, engagement, energy and productivity.

### Option:

Two 2-hour sessions. Includes guided independent work between sessions.

## STRATEGIC DESIGNING

relevant work. realistic timeline. big impact.

Stop doing more with less: it's a mindset that is depleting nonprofit leaders and impacting the teams they lead and the clients they serve.

Strategic Designing is a consult that creates work with a fierce focus. Integrating strategies and practices to identify desired outcomes that are relevant to the organizational mission is essential to sustaining services and programs as the organization faces uncertain influences, often out of their control. This consult guides leadership in aligning and assigning organizational goals to a realistic timeline based on resources, client needs and current circumstances that may be unique to their community or organization.

Clarifying the impact and contribution they desire to come out of their work: WHY they exist will be the foundation for the strategic design. This foundation offers a consistent pathway for making key decisions such as strategic planning, allowing to determine with intention where to place resources and energy. The power is in the equity, trust, capacity-building and engagement that is created through this tool.

### Options:

- In-person or virtual. Two 2-hour sessions.
- Includes tools to guide independent work between sessions and individualized assessments of current and desired programming to develop a relevant strategic plan for the organization.

# THE EXECUTIVE DIRECTOR/ADMINISTRATION

## ONBOARDING CONSULT

The onboarding experience directly impacts the new team member's retention and engagement. It is a strategy that saves money and directly influences people and productivity. By creating a consistent and relevant pathway, an organization will set itself apart from others in a competitive market. Clients design, with Sandy's facilitation, a unique onboarding pathway with intentional strategies and steps that increase confidence, clarity, and connection. The result is success in how they lead and elevate the organization's mission.

Option:

- In-person or virtual

## CRUCIAL CONVERSATION CONSULTS

Conflict and confusion happen. Trust takes a hit. It's what we do or don't do next that determines the trajectory of trust, engagement and retention.

The next step matters. Is it a culture-crushing response or simply avoidance? Either way the outcome can be devastating for a team, costly both financially and in productivity and ultimately, an organization's ability to compete in an unpredictable marketplace.

Sandy creates a space to have crucial conversations that acknowledge, identify with clarity the challenges, then guide the participants in determining the next steps. This unique consult offers opportunity for honest dialogue that diminishes the problem not people and elevates and integrates components of trust.

Clients report facilitated conversations as effective, practical and powerful in identification of root issues and implementation of strategies to move forward with clarity and confidence.

Option: uniquely designed with client. Includes a pre-meeting confidential survey and processing for use during consult.

## LEADERSHIP COACHING: STRENGTHS & STRATEGIES

Five 1-hour coaching conversations that leverage Clifton Strengths™ Assessment and research-based strategies to fuel leaders. Each session connects the participant's specific strengths to practical tools that will build confidence, clarity and the truly human leaders organizations need.

Note: An additional coaching conversation with Sandy, the coaching client and their direct supervisor to share out discoveries during the five coaching conversations is optional.

Options:

- In person or virtual

## THE TEAM

[including executive director and administration | may include board level]

### THE TABLE PRINCIPLES™

influencing organizational culture one habit at a time

Designing an organizational culture where recruitment, retention and engagement flourish needs a clear pathway to elevating resiliency, relevancy and relationship. To achieve that, we need to guide and guard the tables we sit at and influence.

Our individual and collective habits, beliefs and behaviors impact the organizational culture and work environments. They directly influence the experience of team members, customers and the organization's sustainability.

These no-cost principles have inspired hundreds to discover strategies both individually and collectively that increase innovation, connection and confidence even when facing challenges. These ten principles offer opportunity to identify habits, beliefs and behaviors that create vulnerabilities and resiliency whether it is an organization, team, board or even a family system. That awareness invites implementing strategies that minimize the gaps and leverage the gains.

Clients report the table principles™ offer a practical guide that welcomes culture-shifting conversations and self-awareness of the impact participants have on the tables they influence. Opportunity to identify habits and next steps give real time experimenting and discovery.

#### Options:

- two 2-hour sessions or one 4-hour session
- in person or virtual

### FUELING RESILIENCY IN THE MIDDLE

The challenges seem to be mounting both professionally and personally as our capacity can feel depleted. Sometimes we can get stuck and settle into the struggle versus leveraging it to fuel forward. This interactive workshop looks at specific tools and strategies to frame, re-frame and then reset so the middle of a challenge offers valuable perspective and progress towards the desired other-side. Move from the exhausting strategy of “do more with less” to discovering and focusing on what’s relevant for your business. What we do in the middle matters!

This workshop creates the crucial conversations needed that strengthen organizations, teams, groups and individuals when facing challenges professionally and personally.

#### Options:

- one-hour | keynote-closing speaker format
- two-hour | interactive facilitation of topic allowing participant response
- two 2-hour sessions or one 4-hour session | deep exploration of topic leading out discoveries, prompts to practice individually and collectively
- in-person or virtual

## SUSTAINING TRANSFORMATIONAL LEADERSHIP

### LEADERSHIP COACHING: STRENGTHS & STRATEGIES

Six 1-hour coaching conversations that leverage Clifton Strengths™ Assessment and research-based strategies to fuel leaders. Each session connects the participant's specific strengths to practical tools that will build confidence, clarity and the truly human leaders organizations need.

Connecting to the Organizational Mission:

The sixth coaching conversation with Sandy includes the coaching client and their direct supervisor to share out discoveries during the five coaching conversations. This provided insights on how to better understand and engage the team member to fuel the mission and contribute to the work in meaningful ways.

Options:

- In person or virtual

### TABLE CHATS

ten transformational conversations based on the table principles™

The one-and-done trainings don't result in sustainable changes and shifts to the behaviors that are at the core of every organization's culture -- the habits require ongoing attention and intention. This unique service can offer the layering and learning that leads to sustained transformation!

Ten virtual conversations that:

- explore one principle each session
- invite participants to consider a prompting question on why the principle matters
- challenge a practice to experiment with individually and potentially as a team

Options:

- schedule conversations weekly, bi-weekly or monthly
- time options available to best meet the client's needs and desired outcomes