



## LeadTime

Practical Resources for Today's  
Nonprofit Leader ...

Center for Nonprofit Leadership

May, 2012

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### Upcoming Events

*Executive Director  
Roundtable*

Thursday, June 14  
8:30 to 10:00

Topic: Time Management

*From Isolation to  
Collaboration to Community*  
June 5 8:00 to 3:00

Full-day, highly interactive  
and practical symposium you  
don't want to miss!

To learn more and register  
click [here](#)

### Measuring Effectiveness and Evaluating Performance

Nonprofit executives are searching for new ways to evaluate performance and measure success. This is important because funders, boards and executive directors can have different perspectives about what effectiveness really looks like. Organizations need to know what they do well, and what are effective tools for measurement. Organizations also need to know how staff, boards, and executives are doing, and what tools are available for performance evaluations.

This month's LeadTime focuses on strategies for measuring effectiveness and evaluating performance. The selected articles offer ideas about what metrics should be important to nonprofit executives. You can also find tools, tips and resources on our website.

Go to <http://www.adelphi.edu/nonprofit-center/>

### Optimistic Nonprofits Believe in Measuring Performance

According to the 2011 State of the Nonprofit Industry Survey from Blackbaud, nonprofits are optimistic that their staffing, earned income and charitable income will grow in 2012. Based on an online survey that generated over 2,200 responses from Blackbaud customers, the report found that nonprofits are optimistic about corporate donations and special events, and generally are optimistic about seeing an increase in contributions through their current fundraising methods.



Of the respondents who were optimistic, nearly all believed in the importance of measuring and reporting their impact. Nearly all nonprofits surveyed report their impact to the public, but they "find it difficult to know which measurements to use to assess their performance." Solving this dilemma could produce more optimism and better performance.

To read the entire report, click [here](#)

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## The Good, Bad, and the Ugly of 360° Evaluations

Evaluating your own or someone else's job performance can be daunting for executives. Fortunately, a number of assessment tools can help in performing a fair and complete personnel evaluation.

A 360° assessment tool systematically collects candid feedback about job performance, skills, and behaviors from an individual's supervisor, colleagues, subordinates, clients, as well as from the individual who is being assessed. It identifies those leadership and management competencies that are critical to the organization's impact and reflect the organization's values and strategies.

Still, like many assessment tools, 360° evaluations require a high level of expertise in order for the evaluation to provide the most accurate information. This article in *Nonprofit Quarterly* gives clear examples of what can happen when a 360° evaluation is not done well, and what an effective 360° evaluation looks like.

Read the full article [here](#)

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## New Site Aids Evaluation Process to Increase Impact

New tools are exciting, especially those that make nonprofit management easier. PerformWell is a website designed to help nonprofits collect and analyze real-time data to help improve programs and measure impact. The site provides a detailed introduction to performance management and offers performance indicators, questionnaires, and other tools for nonprofit executives to measure performance.

To visit the website go to: <http://www.performwell.org/>

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## Revitalizing New York Nonprofits

In February, the Leadership Committee for Nonprofit Revitalization, a group of 32 key nonprofit leaders including Center Director, Ann Marie Thigpen, presented 38 recommendations for addressing challenges facing the nonprofit sector. The recommendation included creation of a "Nonprofit Liaison to the Governor" and establishing both a "Directors U" and "New York on BOARD," initiatives to train and recruit stronger and more diverse boards.

Read more [here](#)

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## From Isolation to Collaboration to Community

The Center for Nonprofit Leadership at Adelphi University is sponsoring a full-day symposium for nonprofit executives, board members, government officials, and business leaders who want to learn innovative ways of working together, ranging from partnerships to collaborations to mergers. The Center for Nonprofit Leadership will award seed funding to selected strategic alliances that grow out of our symposium. Any organizations that have a potential alliance that grew out of the symposium will have the opportunity to submit a short proposal; the winners will share an award of \$5,000 to help explore and nurture the alliance. The award comes from the United Way of Long Island.

To find out more visit the Center for Nonprofit Leadership website: <http://www.adelphi.edu/nonprofit-center/isolation-collaboration-community/>