

Center for Nonprofit Leadership Newsletter

January, 2016

In This Issue

[Want Greater Impact?](#)

[Change Management 101
and Then Some](#)

[Change Management vs.
Change Leadership](#)

[Nonprofit Leaders can
Transform Organizational
Culture](#)

[Make Your Board the BEST
It Can Be in 2016!](#)



Want Greater Impact in 2016? Learn How to Manage the Change you Envision.

At the start of a New Year, many nonprofit executives think about implementing changes to programs and services to reach more people and serve them better. The Center for Nonprofit Leadership knows that change is inevitable and that thoughtful change can lead to positive outcomes. Therefore, we want to help executives and boards to manage change and measure success throughout the year. This month's LeadTime offers tips and links to resources to help you implement your change and measure effectiveness. Also, take time this month to review the Center's services, tools and resources on our updated website. Let us know how we can help.

Send us an email at:

centerfornonprofitleadership@adelphi.edu

Visit our website at:

<http://nonprofit.adelphi.edu>

Change Management 101 and Then Some

Executives should proactively make the most of opportunities to make necessary changes to their organization to achieve their mission more effectively. The following article offers steps, tips and information to help executives understand the organizational change process and how to manage it effectively. The article is divided into three sections to provide best practices in change management, tools and frameworks.

To read more, [click here](#)

Upcoming Events

**Transitions -
Leadership
Development, New
Challenges & Evolving
Business Models**

The Center for Nonprofit Leadership is proud to be an Event Supporter for the tenth BBB Charity Effectiveness Symposium, Transitions - Leadership Development, New Challenges & Evolving Business Models. The Event will take place at Baruch College on February 23, 2016 from 8:00 am until 12:00 noon. The fee is \$35 per person.

To register and view event details, [click here](#)

**FREE Center Webinar
Watches**

Webinar 1

"Attracting Baby Boomer Donors" from the *Chronicle of Philanthropy*.

Baby Boomers give more money to charities than people in any other age group. In fact, 43% of all donations from individuals come from people in this generation. In this webinar, fundraising experts present the latest insights into the giving habits of baby boomers and the most effective ways to attract them to your cause.

Date: February 4
Time: 2:00-3:00pm
Adelphi University,
Garden City, Social Work,
Room 302

If you're a nonprofit executive interested in attending, please email Diane Wunderlich at dwunderlich@adelphi.edu

Webinar 2

"Write Smarter: Grant-Seeking Strategies and Time Savers" from the *Chronicle of Philanthropy*.

Join is to learn strategies for streamlining the proposal writing process. Presenters will share techniques to make your writing stronger and help you craft proposals more efficiently.

Change Management vs. Change Leadership - What's the Difference?

Dr. John Kotter, author of *Leading Change* and *Our Iceberg Is Melting*, offers a series of discussions on YouTube that help executives to understand how to lead and manage change. The discussions are frequently updated and remain relevant to nonprofit executives who are navigating the myriad of new and ongoing challenges on their way to their organization's success. Watching the following video, *Change Management vs. Change Leadership*, is a good place to begin to explore change management from Dr. Kotter's perspective.

To watch this and other videos, [click here](#)

Nonprofit Leaders Can Transform Organizational Culture



What can nonprofit leaders do when it becomes clear that a change in culture is needed to realize organizational goals? Kirk Kramer and Carole Matthews, in a 2012 *Bridgespan* article, discuss four ways that nonprofit leaders can take action that influence behavior that leads to

cultural change. The authors suggest that nonprofit leaders focus on the following:

- Make sure that you have the right *people* on board and that they receive the support they need to do their work well
- Use *performance assessment* systems to set clear expectations for people and to give them feedback when they are or are not on track
- Clarify *decision-making* processes, establishing who will define the rules of the road that will guide the focus and actions of the organization
- Use personal communication from the executive director to appeal to employees' passion for the cause they signed up for - the organization's *mission and vision*.

To read more, [click here](#)

Date: February 25
Time: 2:00-3:00pm
Adelphi University,
Garden City, Social Work,
Room 302

If you're a nonprofit executive interested in attending, please email Diane Wunderlich at dwunderlich@adelphi.edu



Quick Links

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Make Your Board the BEST It Can Be in 2016!

Center consultant and Board Coach, Michael Davidson, will be presenting a series of three Board Training workshops for executives and board members. Here are the topics and dates:

Getting the Board You Need - **February 18**

Managing, Meeting & Working Effectively - **March 17**

The F Words: Fiduciary Oversight and Fundraising - **May 26**

The fee is \$25 per person per workshop. If your board decides to attend these workshops instead of a board meeting, please call us at [516-237-8571](tel:516-237-8571) to discuss a suitable fee.

All workshops will be held at Alumni House, Adelphi University, Garden City, NY. Arrival and a light dinner from 6:00 pm to 6:30 pm; program from 6:30 pm to 9:00 pm.

Please email Diane Wunderlich at dwunderlich@adelphi.edu to register or for any questions.