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# Webinar: Talent Initiative Introduction & Alumni Stories

August 15, 2012

**ACHIEVE**MISSION

# Topics for Today

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1. Introductions
2. Talent Initiative Overview
3. Answer your questions

# Introductions

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- James Shepard, Founder & CEO,  
AchieveMission ([jshepard@achievemission.org](mailto:jshepard@achievemission.org))
- Christa Roth, Senior Director of Talent,  
Finance and Field Management, BUILD (Talent  
Initiative 1) ([CRoth@build.org](mailto:CRoth@build.org))
- Rachel Cytron, Associate Executive Director,  
Harlem RBI (Talent Initiative 2 and ongoing)  
([rcytron@harlemrbi.org](mailto:rcytron@harlemrbi.org))

# How make this the most effective hour for you?

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- What questions do you have?

# Questions to start with

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1. Is Talent Initiative right for my organization?
2. What impact can I expect?
3. What concrete deliverables will I get?
4. How is the program organized and delivered?
5. Who would my consultants be?

# Is Talent Initiative right for my organization?

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- \$2M-\$100M in revenues
- Point of inflection:

Growth



Change



# What impact can we expect?

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**→ Greater social impact**

# What concrete results will we get?

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- ① Human Capital Management becomes an organizational competency
- ② Three year Strategic Human Capital Management Plan
- ③ Start implementation; address key issues

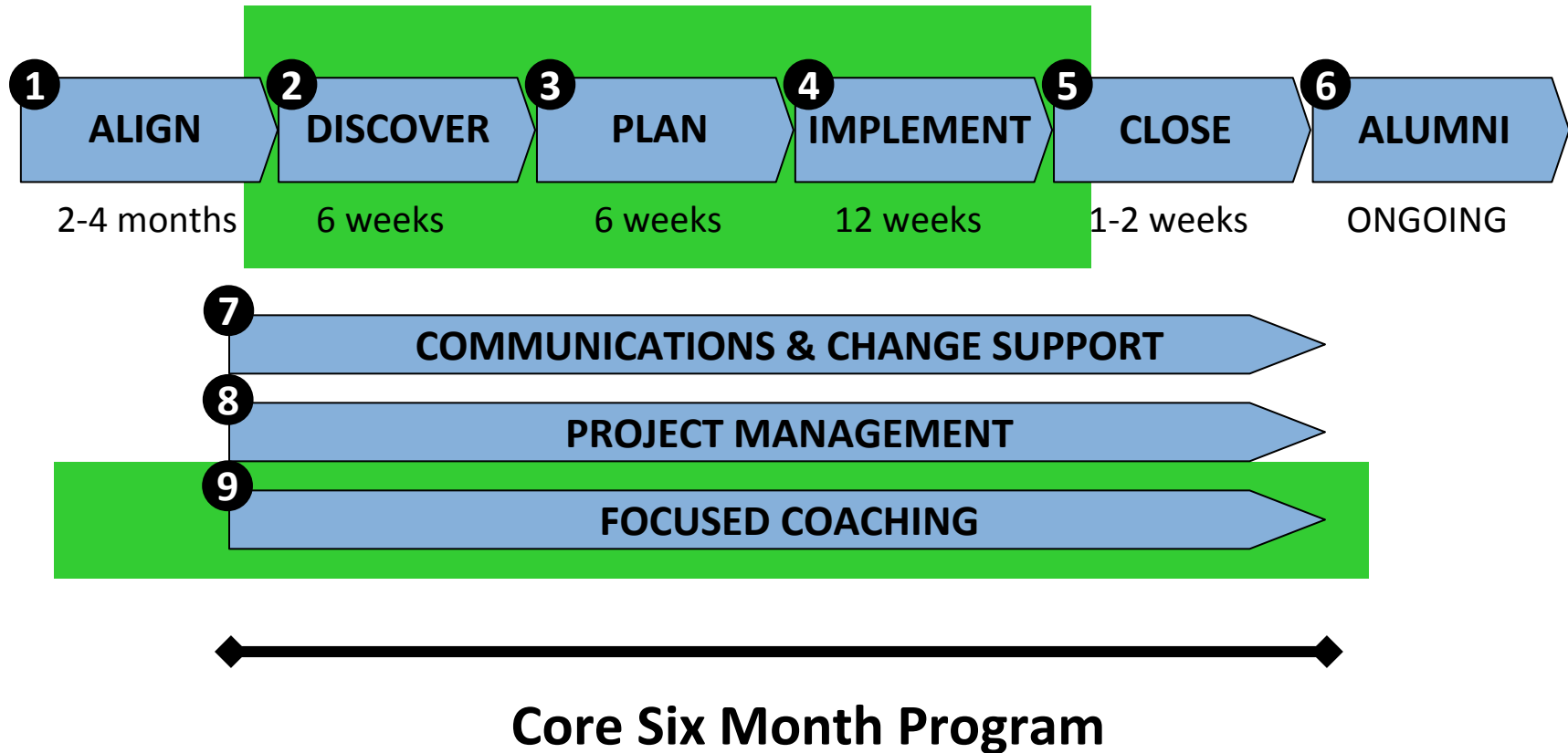
*“We are already hiring people at a much higher level, with a greater clarity around essential competencies.”*

*“We now have human capital considerations in the DNA of our 5-year growth strategy.”*

*“Before, we knew there was a mountain: now we know how much we didn’t know, where we are, what lies ahead and what it all really means.”*



# How is the program organized and delivered?



# Who would our consultants be?

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## Partner

- Senior nationally recognized leader
- Quality assurance
- Focused CEO coaching



## Consultant

- Deep nonprofit & human capital management expertise
- Day-to-day leader
- On site 2-4 days per month

# Q&A

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# Next Steps

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- RFP process
  - Proposal deadline – September 5<sup>th</sup>  
(recommend you talk to us first)
  - Interviews for selected candidates
- Decisions by September 28<sup>th</sup>
  - Start dates October-December
- Fees & development support
  - Cost is \$100,000 but its subsidized by our funders
  - Program fee is \$60,000. Out of town travel expenses are passed through.
  - Provide development support

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Thank you!

More information available at  
[AchieveMission.org](http://AchieveMission.org)

# Your Commitment

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- **Executive Champion**

Usually the CEO/Executive Director for 1-2 days per month to provide strategic insight and build senior level buy-in for key decisions

- **Project Lead**

Usually a COO or VP HR for an average of 4 days per month to work directly with the Talent Initiative Consultant on directing every aspect of the program

- **Leadership Team**

Each person for up to a half a day per month to participate in key conversations and ensure high levels of engagement in key decisions

- **Board Representative**

A representative selected by the Board for less than a half a day per month on an as-needed basis to secure board input and commitment

- **All or most staff**

From 2-6 hours each over the course of the six-month program

# About AchieveMission

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## MISSION

Dramatically increase the impact achieved by nonprofits and the social sector by enhancing the sector's perception and practice of human capital management

## VISION

By 2030 human capital management best practices will be at least as widely accepted and practiced as are logic models, strategic planning and program evaluation

## CONSULTING VALUES

Candor

Honesty &  
Integrity

Proactive Action  
&  
Communications

Respect &  
Humility

Social  
Impact

Team

# Typical Plan Overview

