Webinar: Talent Initiative Introduction & Alumni Stories

August 15, 2012
Topics for Today

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

• James Shepard, Founder & CEO, AchieveMission (jshepard@achievemission.org)

• Christa Roth, Senior Director of Talent, Finance and Field Management, BUILD (Talent Initiative 1) (C Roth@build.org)

• Rachel Cytron, Associate Executive Director, Harlem RBI (Talent Initiative 2 and ongoing) (rcytron@harlemrbi.org)
How make this the most effective hour for you?

• What questions do you have?
Questions to start with

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?

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

Growth

Change
What impact can we expect?

Before: ?

1. Do leadership & team have capabilities needed to achieve mission?

2. Does everyone have clear goals that focus each person on the organization’s highest priorities?

3. Does the organization make goal achievement easier?

After: ✓

“Rock stars”, “A players”, “First round draft picks”, “Virtuosos” with pipeline of future leaders

Clear, strategically aligned goals that lead to more time on organizations highest priorities

Optimized performance

Greater social impact
What concrete results will we get?

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?

Core Six Month Program

1. ALIGN
   2-4 months

2. DISCOVER
   6 weeks

3. PLAN
   6 weeks

4. IMPLEMENT
   12 weeks

5. CLOSE
   1-2 weeks

6. ALUMNI
   ONGOING

7. COMMUNICATIONS & CHANGE SUPPORT

8. PROJECT MANAGEMENT

9. FOCUSED COACHING
Who would our consultants be?

**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
Next Steps

• RFP process
  ▪ Proposal deadline – September 5th
    (recommend you talk to us first)
  ▪ Interviews for selected candidates

• Decisions by September 28th
  ▪ 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
Thank you!

More information available at AchieveMission.org
Your Commitment

- **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 represented 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

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

2012
- Establish Roles & Goals For Leadership, Staff and Board
- Leadership Competencies
- Coaching
- Annual Operating Goals
- Values

2013
- Create Workforce Plan
- Functional Competencies
- Cascaded SMART Goals
- Selection
- On-boarding
- Integration Values & Dev. Goals
- Leadership Dev, Plans & Training

2014
- Evaluate & Reforecast
- Evaluate & Reforecast
- Evaluate & Reforecast
- Evaluate & Adjust
- Evaluate & Adjust
- Evaluate & Adjust

Quarterly Check-Ins, Performance Reviews & Goal Setting

Leadership of HCM
Workforce Planning
Competency Management
Performance Management
Talent Acquisition
Leadership Development
Decision Making
Internal Communications

Today