



## ***TGBC Nonprofit Leadership Offerings***

**Define and Align:** Customized engagements to review strategy, plans, and organization to define and prioritize achievable goals and align activities and organization with strategy.

- **Organizational Assessment:** Shirtsleeves session with leadership team member(s):
  - Detailed review of organization and processes to identify organization health and focus areas for improvement.
  - Recommendations to improve governance and streamline operations.
  
- **Strategic Planning:** Facilitated sessions with leadership team to:
  - Identify vision, core values and guiding principles
  - Define goals and success strategy
  - Develop strategic plan with 1, 3 and 5 year horizon.
    - Focused 90d plan
  
- **TGBC Organizational Development Workshop:** A customized workshop to provide insight, ideas and tips on board development and organizational structure.
  - Team Building
  - Board Development: a Journey – Recruiting, onboarding, governance
  - Succession Planning: Building leadership capacity for sustainability
  - Organization: Board, Staff and Volunteer Roles
  
- **Sustainability Planning:** Planning sessions with leadership team member(s) to:
  - Identify key talent, development needs and develop succession plan.
  - Assess financial health, determine annual income requirements, review reserves, revenue sources, set budget and plan for revenue source identification and development.
  
- **Teaming and Collaboration:** Recommended for leadership team and developing leaders.
  - Identify team member styles using Thinking Styles "Game"  
(<http://www.herrmannsolutions.com/>).
  - Interactive discussion on the impact of Thinking Styles on Team Dynamics and Communication.
  
- **Leadership and Team Engagement:** Recommended for leadership team and developing leaders:
  - Interactive presentation on Leadership Models and Styles.
  - Determine dominant styles through Leadership Assessment.
  - Discussion of Dominant Style and the need to adapt based on situation.

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