

WORKSHOP OVERVIEW

- **Key Trends Reshaping the Nonprofit / Social Sector**
- **Competitive Core Competencies:**
 - Five “Skill Set” Focus Areas
 - What are today’s nonprofit employers looking for?
- **Stages of Nonprofit Development**
- **Questions / Concluding Remarks...**

“NonprofitNext”: Key Trends Reshaping the Sector

I. SECTOR BOUNDARIES ARE BLURRING

II. DEMOGRAPHIC SHIFTS REDEFINE
PARTICIPATION

III. TECHNOLOGICAL ADVANCES ABOUND

IV. NETWORKS ENABLE WORK TO BE
ORGANIZED IN NEW WAYS

“NonprofitNext”:

I. Sector Boundaries Are Blurring

- Nonprofits “thinking like a business...”
- More Focus on Accountability, Measurable Results, Strategic Planning and Operational Efficiency
- “Cross Sector” Collaboration and “hybrids”
- Norms for political engagement are shifting...

“NonprofitNext”:

II. Demographic Shifts Redefine Participation

- Younger Generations comprise increasing % of Workforce (new values/expectations)
- Increased focus on Diversity, Inclusion, Cultural Competency & Intergenerational Interaction
- Need for Leadership Succession Planning (“Baby Boomer” E.D.’s are retiring)

“NonprofitNext”:

III. Technological Advances Abound

- Rise of Social Media for greater visibility, accessibility, “authenticity”, engagement and low cost marketing
- Use of high tech programs for systems management, tracking, evaluation metrics, etc.
- High implications for Fund Raising and mobilizing resources

IV. Networks Enable Work to Be Organized in New Ways

- Deeper impact through Networking, Collaboration, Coalitions, Partnerships, etc.
- Less focus on “The Organization” and more “Decentralized”)
- Working “Wikily” (applied network theory & technology)
- Increased Mergers, Acquisitions & Take Overs

Competitive Core Competencies: What are Employers Looking For?

- 1. Executive Leadership and Human Resource Management**
- 2. Systems Management & Operations Oversight**
 - *Managing with minimal resources
 - *Focus on cost cutting, system streamlining and operational procedures

Competitive Core Competencies: What are Employers Looking For?

3. Program Management & Evaluation

- *Focus on core program delivery (due to increased need for services)
- *Focus on program metrics, outcomes & reporting systems

4. Strategic Planning

- *Focus on Mission, Vision & Long Range Goals

Competitive Core Competencies: What are Employers Looking For?

5. Finance & Fund Development

- *Heightened focus on cash flow, budgets, fiscal reporting, etc.
- *Developing a diversified funding base (grant writing, “social enterprise”, etc.)

6. Facility with Technology

- *Web Communication, Social Networking
- *Systems and Tracking software, etc.

Competitive Core Competencies: What are Employers Looking For?

7. Community Relations and Coalition Building / Ability to Work with Diverse Stakeholders

- *Cultural competency / sensitivity
- *Intergenerational communication
- *Networking & P.R. skills
- *Ability to facilitate a consensus driven environment

Do I have a passion for the Mission?

- **Social Services**
- **Health Services**
- **Educational Services or Institutions**
- **Arts, Entertainment Services**
- **Community Services**
- **Advocacy / Political Action / Lobbying**
- **Environmental Organizations**
- **Religious / Faith Based Organizations**
- **Foundations / Grantmakers**

Thank You!



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