Designing Strategy for Sustainability: Focus on Yourself, Staff, Leadership, Volunteers, and Organization

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U.S. CHAMBER OF COMMERCE FOUNDATION



What is the Greatest Strength of Your Chamber or Association?





Focus on Strengths

You/Self

Leadership

Staff & Volunteers

Organizational



Start with Self Pay attention to yourself because the team is paying attention to you

- Strengths
- Priorities/Goals
- Shared expectations
- Balance

What Is One Way That You Have Taken Care of Yourself?



The SOAR Framework





SOAR'ing Leadership

- What are your leaders best at?
- What opportunities present themselves?
- What are their aspirations?
- What will be the measurable results?

Strategic Leadership

Strategic Thinking

- Discerning environmental trends that have strategic significance
- Recognizing the strengths of the organization
- Reducing deficit-based thinking

Strategic Acting

- Create conditions for success
- Encourage and reward risk taking and collaboration
- Ensure all understand how they fit into the strategic direction

Strategic Influencing

- Create buy-in and commitment
- Develop relationships inside and outside the organization
- Be open to see and understand other perspectives



Which Strategic Leadership Lens is Your Greatest Strength?

1. Thinking 2. Acting 3. Influencing

Staff & Volunteers

What is their SOAR?

• Leveraging Strengths

Strengths

- Clifton Strength-Finders
- Self-identification of Bright-Spots
- Team assessment Who is good at what?

The Right Seats

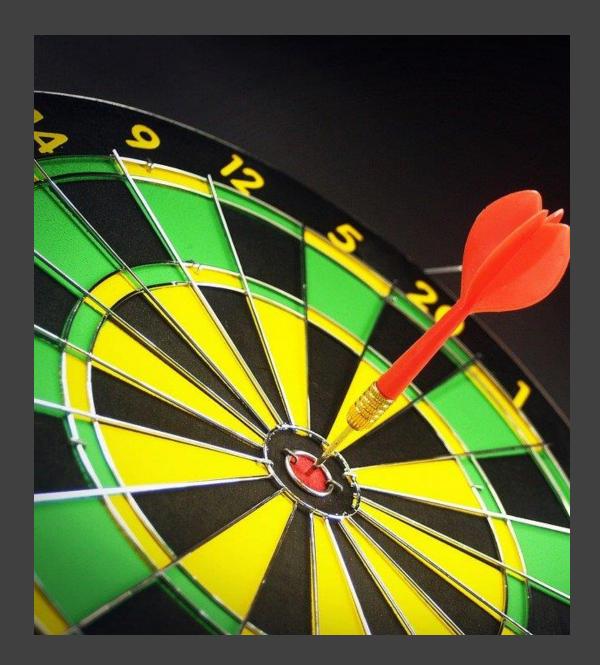
- Bus?
- Subway/Metro?





What is one way you have leveraged the strengths of your staff or volunteers?





Your Organization

Clear Vision and Mission

• Where are you going? Why?

Clear Achievable GoalsHow will you get there?

• SOAR

- Focusing on the strengths
- How do you maximize those strengths?



What Possibilities Can You See?

Coming Down the Track – Change Catalysts



- What is "coming down the track" that will influence your organization?
- Are there proactive measures you can take now?
- Ten minutes for discussion
- Choose one thought you want to bring back to the large group and a spokesperson who will share



Where Did We Go Today?

Start with Self
Strengths-Based Mindset
SOAR Framework
Strategic Leadership
Maximizing Strengths
Change Catalysts

Questions?