

CEO Lessons Learned

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1921-2021 ■ 100 YEARS OF NONPROFIT EDUCATION



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Outline for session:

- Discuss best practices
- Habits and behaviors of nonprofit leaders...challenges and opportunities
- Career development and opportunities
- What else?

Starting point:

- Who are you?
- How do you define effectiveness for your organization?
You need to answer this clearly and directly.
If you cannot, take time and develop your answer.
Mission statement?
Vision/Strategic/Work/Operations: Plans

Best practices

- It is all about YOU...until it is not...

“I can’t hear what you are saying because your actions are screaming at me!” unknown

“People are down on what they are not up on.” J. Fitzwater

Best practices (cont.)

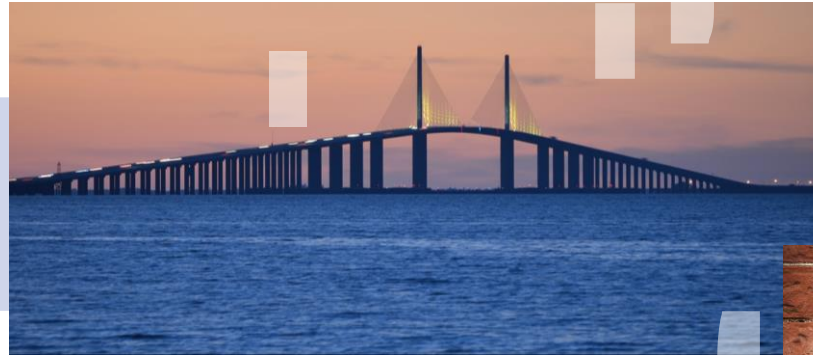
- Leadership in action:
 - Develop your team
 - Network with a purpose
- Credit allergy

- You are not a bank, law firm, advertising agency, restaurant owner, etc. OWN what you are.

Your organization needs to



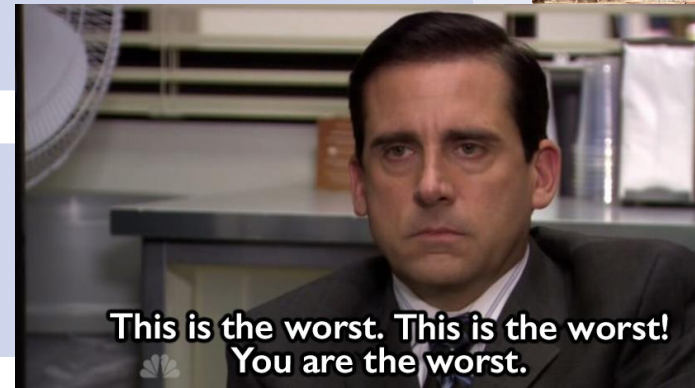
Respect them:



Prevent them:



Stay ahead of them:



Anticipate

- Plan for the worst and you won't be disappointed (Ben Franklin)
 - Speed of a problem vs. speed of the solution: which is faster?
- Alone in a crowd
- Predictability of volunteers
- Signal ahead of the actions to come

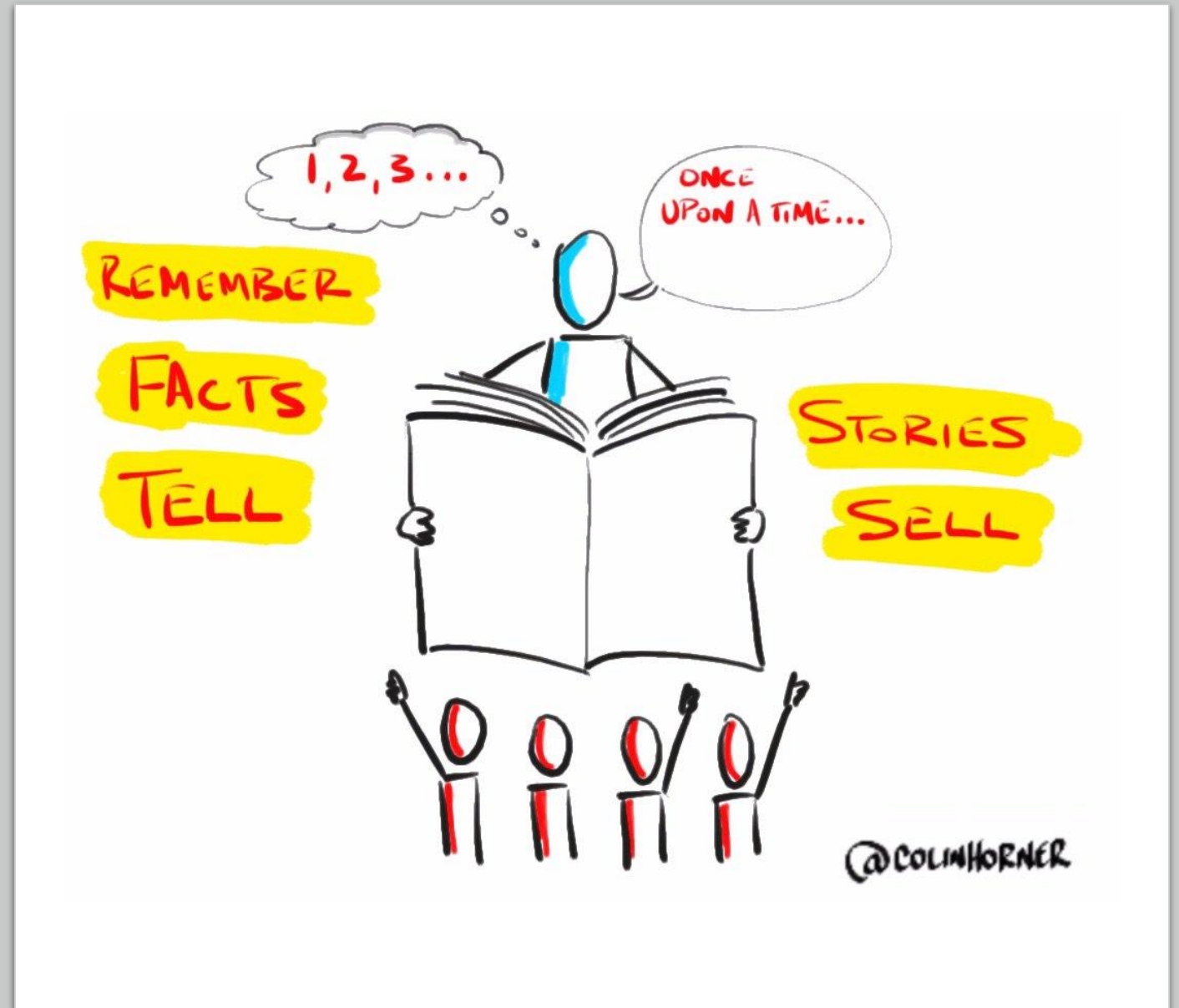
Habits of successful Executives

- Have an accountability partner
- Three words: data, data, data
- Three more words: document, document, document
- And yet...three more words: repeat, repeat, repeat
- Have regular check ups

- *Do you have character or are you a character?*

Leading the leaders

- Data alone is annoying.
- Wrap the data in a story.
- Short, with a message to your point.
- True stories are stronger.





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Case Study:

“When a Good Report Goes Wrong”

Case Study

Questions:

1. As CEO, what is your response to your Chair?
2. What is your response to your staff team?
3. What is your response to your Executive Committee?
 - What are your next steps?

Manage you career

- The longer you are there, the longer you are there...or...
- Is your organization part of the **path** forward or part of the **plan** forward?
- Continuing education matters

And then there is the ...

- What drives you nuts?
 - Volunteers: love'em or...
-
- What have we missed?



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