

GROWTH & DEVELOPMENT OPPORTUNITIES FOR YOUR ORGANIZATION

BACKGROUND

Tom Klaus of Tenacious Change, LLC and Forrest Alton of 1000 Feathers, LLC have been friends and colleagues for more than two decades. Both have been involved in the nonprofit and social service sector for their entire careers and are extraordinarily passionate about increasing organizational and individual capacity. Forrest and Tom also share a belief that nonprofits are a critically important part of the social fabric and helping them thrive is a necessary condition of meeting the ever-expanding needs of communities. What has resulted from their recent partnership is a collection of trainings and workshops that are tested, packaged, and ready to replicate. **That means these opportunities are ready to roll-out and directly benefit you and your organization!**



ABOUT THE ENGAGEMENTS AND TRAININGS

1 **Becoming Indispensable: Program Sustainability Training** *An interactive 2-day training, up to 25 people from single or multiple organizations.*

We know all too well the ups and downs of the grant-funded world nonprofits live in. We know that funders are constantly asking you “what are you doing to ensure this program is sustainable?” We also know that far too often you may not have a good answer to that question.

This training is designed to help you answer that question; to succeed in making your organization’s best programs sustainable – in other words, **continued beyond their original funding source**. The focus is on creating and building a set of internal organizational conditions that allow you to take advantage of opportunities that come your way. We will walk you through a process of understanding issue sustainability, organizational sustainability, and program sustainability – and how each of these processes draw from and contribute to each other.

If you are a member of a board, an Executive Director or CEO, or a key staff member of a nonprofit or other organization that relies on grants, public dollars, or private donors, and is constantly thinking about sustainability and effective, efficient continuation of your organization’s best programs, then this training is for you!

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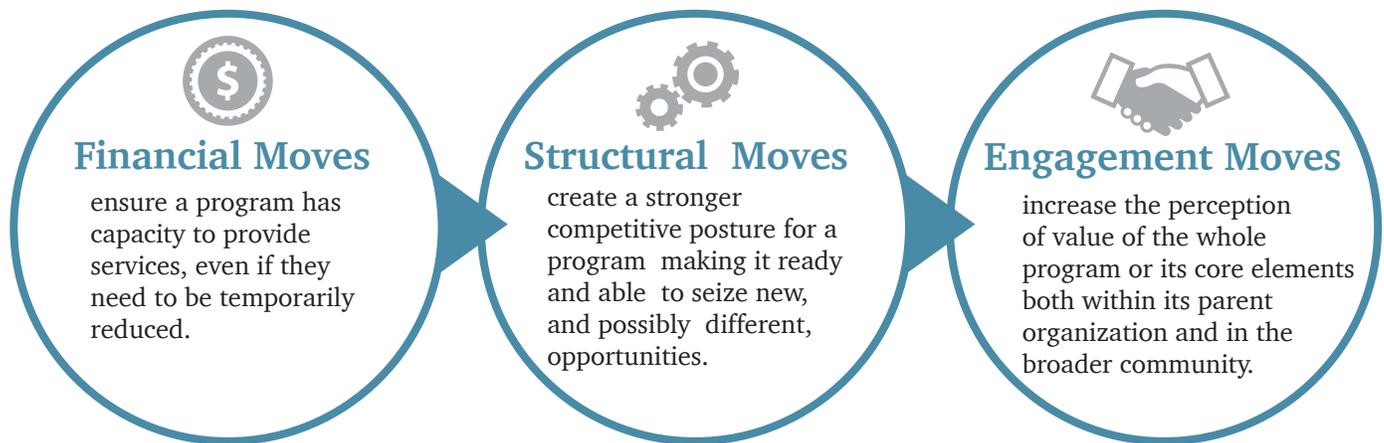
2 Strategic Contingency Scenario Planning

A one-day of training followed by one day of individual consultation with management/leadership teams.

If you have project, grant management, or fiscal responsibilities in your organization, it is likely that the potential of funding cuts or revenue losses keep you awake at night. Strategic Contingency Scenario Planning or SCSP is an aspect of organizational resilience focused on anticipating and preparing for revenue or funding losses before they occur.

By anticipating and preparing for revenue losses, leaders and managers are better prepared to help their staff and programs survive even the most severe cuts. We know, and have experienced first-hand, that the sometimes sudden shifts in the way funders (both public and private) distribute money can directly impact your organization.

SCSP helps you and your organization get ready so you will not be caught off guard if, and when, a major source of funding goes away or changes course. There are three key moves your organization needs to understand and be prepared to implement – all highlighted during this training (see below) – as you grow your capacity to plan for and even predict the unexpected.



3 Leading in Disruption

A one-day training usually offered as part of longer (usually 3 to 6 months) engagement with organization's leadership team, but can be offered on its own.

Over and over, we hear from organizations that funding loss is only one of the disruptions they are dealing with. As a result, we have designed a training and consultation opportunity to strengthen the capacity of organizations during times of disruption. “Disruption” refers to situations, events, and circumstances that impact the normal functioning of a program, project, and even entire organizations.

Some disruptions are unexpected and severe, but more often disruptions occur incrementally and over time. Adjustments (or lack of) accumulate until they trigger the need for some significant shake-up and as a result, organizations can be thrust into a period of crisis. Managing others in times of disruption requires leaders to effectively choose the strategic approaches and moves that will help others respond effectively. This consultation opportunity is designed to facilitate the creation of conditions that support an internal culture of adaptation and innovation. Within this engagement we move beyond SCSP into the creation of “Disruption Agreements” for organizations to use to support leadership, managers, and staff during times of disruption – both big and small.

ABOUT THE TEAM



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Forrest Alton

Forrest has been involved in the nonprofit and social service sectors in a variety of capacities and settings for more than 15 years. For nearly a decade he served as the Chief Executive Officer of the South Carolina Campaign to Prevent Teen Pregnancy, where his leadership and management resulted in the significant growth of an agency, which is now recognized as a national leader on issues related to adolescent health. That organizational growth didn't happen by chance - it happened because of strong, bold leadership and strategic thinking. Forrest's experiences and accomplishments working with organizations of all shapes and sizes combined with his dynamic, engaging personality and presentation style have resulted in him being frequently sought after as a speaker for conferences and trainings, and as a management and leadership consultant in both the for-profit and non-profit sectors. -



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Tom Klaus, Ph.D.

Tom is a Maryland-based nonprofit consultant, speaker, trainer, and writer whose personal mission is to bring hope and caring to the world through the nonprofit sector. In addition to his consulting practice, he is a Thought Leader with Tamarack Institute, a Canadian social change organization, and an adjunct professor at Eastern University (Philadelphia) in the MBA in Economic Development and PhD in Organizational Leadership program. In these programs, Tom teaches, respectively, "Managing for Optimal Performance" and "Collaborative Leadership and Partnership." Tom specializes in leadership, program, and organizational development as well as research and evaluation. He has extensive experience with community engagement and mobilization, intractable controversy management, nonprofit board development and strategy planning, and the management of government funded health and human services grants and projects that are national in scope.

ENGAGEMENT OPTIONS *Contact us for pricing and additional information.*



Quick Consults: Same day conversations for ideas, suggestions, recommendations, or just a friendly ear via phone or video conferencing. Just reach out to either of us via the contact information above.



Short-term Engagements: Our in-person consults and trainings typically requiring a 30-90-hour commitment within a one to three-month period. Tasks can include, but are not limited to, phone and video conference consults and meetings; research and writing; document review; planning; training design; etc. It also includes one on-site, two-day visit to client. On-site visits can be used for meetings, strategy planning, consultations, training, or facilitation.



Long-term Engagement: Long-term engagement clients have direct access to us as often as needed (typically 6-12 months) and tasks can include phone and video conference consults and meetings for personal leadership development; group or organizational development consultation; organizational change design and development; document review; planning; training design; etc. Long-term engagements usually include multiple on-site visits. Site visits can be used for trainings, meeting facilitation, consultations, or group discussions on a wide variety of program and organizational issues.