INNOVATION, AGILITY & DESIGN THINKING TRAINING FOR NOT-FOR-PROFIT ORGANIZATIONS

Gilead Sanders is a strategic consulting firm that helps companies, nonprofits, and governmental agencies, succeed in the 21st century by delivering groundbreaking solutions through Design Thinking, Future-Proof strategy facilitation, innovation management, and Leadership & Organizational agility.

Not-for-profit organizations are grappling with technological changes, a rapidly dwindling donor base, shifting government funding, new demands from social investors and the challenges of reaching a new generation. Gilead Sanders helps NPFs develop and execute innovative strategies that delight funders and attract new donors by increasing their reach. We help organizations succeed by achieving self- sustaining innovation, both immediate and long-term.

Founded in 2012, Gilead Sanders has worked with companies from over 20 industries in over 15 countries. We have a simple philosophy in helping organizations transform for the 21st century: harness the power of technology, ignite human capital, deploy business innovation & creativity and create unique customer experiences.

At Gilead Sanders, our mission is to help focus the lens of change not just where you are today, but more importantly where you need to be tomorrow. We are a group of dedicated professionals passionate about helping organizations manage the process of transformation. We customize our programs to help you wherever you may be in the process of change. Learn more by visiting us online at www.gileadsanders.com

www.gileadsanders.com

COURSES OUTLINE

Experience Innovation: Building Innovative Programs Through Design Thinking
Generate innovative ideas that will take your organization to the next level

Change and innovation for nonprofits are key to high-impact service delivery. A nonprofit leader has the responsibility to provide the opportunity for change, as do the individuals to be an active part of the innovative change. This could lead to a pattern of growth and renewed birth for the organization. Through this training program, you will explore the concepts of human-centered design-based innovation.

Who Should Attend

- Managers, senior executives, board members and team members of nonprofit and nongovernmental organizations who wish to improve their leadership capabilities.

- Especially valuable for those who are initiating and driving innovation strategies in their organizations.

- Government executives and leaders seeking to innovate their local governance and constituent engagement.

Key Benefits

- Explore the theory of innovation in organizations and make direct applications to the culture and strategies of your nonprofit organization

- Learn new concepts around the idea of prototyping — designing small experiments that test new ideas for your organization.

- Develop a common language for innovation by putting constituents at the center of design efforts.

Program Content

ExperienceInnovation™, built in collaboration with celebrated design consultancy IDEO, is a collection of expert-guided innovation workshops that enable your people to build innovation confidence and competence. They'll emerge with foundational knowledge and real experience in *design thinking* so they can immediately put it to work to achieve impact in your organization.

Learning Outcomes

- Create innovative programs that delight funders and attract new donors by increasing your reach.

- Grow nascent ideas into powerful solutions.

- Integrate *design thinking* into your work culture.

- Build greater engagement with stakeholders and among employees.

Course Length-4 hours or 8 hours

Practices of High-Impact Nonprofits: Raise More Money by Selling Your Strategic Value
Leverage your purpose to achieve extraordinary impact and greater social change

What makes great nonprofits great? Not large budgets. Not snazzy marketing. Not perfect management. The answer is not what you might think. The secret to their success lies in how high-impact nonprofits mobilize every sector of society – government, business, nonprofits, and the public – to be a force for good. In other words, greatness has more to do with how nonprofits work *outside* the boundaries of their organizations than with how they manage their own *internal* operations. Practices of High Impact Nonprofits helps participants understand what it takes to thrive in a world that requires more data, measurements and impact to truly make a difference.

Who Should Attend

- Managers, senior executives, board members and team members of nonprofit and nongovernmental organizations who want to learn how to sell strategic impact to the social capital market.
- Those who are entrusted in creating and selling strategic impact of their organization.

Key Benefits

- Learn to how to create leverage only with people and organizations who *value* what you have to offer.
- Develop accurate measurements of your outcomes that impact buyers value and are willing to pay for
- Learn to develop an ecosystem of stakeholders, partners, and competitors that helps you "*move the needle*" in achieving your purpose.

Program Content

High Impact nonprofits is partly based on the best-selling book by Jason Saul, "*The End of Fundraising*". The training program takes on a hands-on approach in helping participants understand the social capital market, identify value buyers and how to align their mission with what funders value the most. In addition, the course teaches participants how to put into practice the six fundamental principles of all high impact nonprofits.

Learning Outcomes

- Understand the role of social change in our economy
- Learn how to engage stakeholders and impact buyers strategically
- Define your impact by outcomes, not activities
- Determine which stakeholders value your outcomes the most
- Translate your work into high-value outcomes
- Create powerful value propositions to increase your leverage
- Gain a working understanding of the six practices of all high impact nonprofits.

Course Length-8 hours

The Secrets of Agility: Leadership in a Volatile, Uncertain and Chaotic World
Master your Organization's Agile Transformational Journey

Today's nonprofit leaders are faced with a myriad of challenges that barely existed less than a decade ago. Most organizations are now facing dwindling government funding, a disappearing donor base, and shifting expectations from social investors seeking greater measurement and impact for their dollars. Leaders of nonprofits are being asked to manage their organizations in a very different way that requires both innovation and agility. Nonprofit leaders must learn to be flexible and agile in the face of fast-rapid changes that are rewriting the rules of philanthropy and social good. The Secrets of Agility will help senior leaders harness the waves of change and adapt their organizational for whatever the future brings.

Who Should Attend and
- Board members, senior leaders, senior executives, and senior managers focused on integrating leadership and organizational agility in their operational framework.

- Senior leaders interested in developing agility principles in their daily work with their teams to achieve greater impact, and flexibility in their decision-making processes.

Key Benefits
- Learn the difference between operational agility and strategic agility and how to achieve it with your own teams.
- Develop a framework to understand the 13-component parts of an agility-operating-system.
- Sustain traction on your desired strategic trajectory of being a high impact organization by becoming flexible and agile in the face of change.

Program Content
Is your agility being tested like never? Pivot to an agile mindset, skillset and toolset to develop your operating system of organizational-agility, team-agility and leadership-agility. The training session takes senior leaders on a journey of agile transformation. During this workshop, leaders are exposed to the definition and understanding of their VUCA world **(Volatility, Uncertainty, Complexity, Ambiguity)** and are exposed to the difference between operational agility and strategic agility and how to achieve it in their own teams.

Learning Outcomes

- **Anticipate Change**– Systematically identify and monitor forces of change impacting organization success.

- **Generate Confidence** – Create alignment and positive engagement with all key stakeholders of the enterprise.

- **Initiate Action** – Create an energized sense of urgency and capability to decide and act better and faster at all levels.

- **Liberate Thinking** – Percolate fresh innovative ideas involving all stakeholders creating customer driven solutions.

- **Evaluate Results** – Shape the future with clear scorecards that define metrics for success for all stakeholders.

Course Length-4 hours or 8 hours

www.gileadsanders.com

The Team Performance Model: Developing Highly Collaborative Teams
Develop an effective model in creating highly collaborative teams

At one time, people in companies all came from the same towns and backgrounds, so process maps were built into their culture. People in today's diversified organizations need process maps to guide their work together. The *Team Performance™ Model* is a "map" to creating and sustaining high performance in all kinds of teams. Like a real map it is comprehensive, but doesn't contain all the details. The actual journeys teams take through this map follow many routes.

Who Should Attend

- Team members, senior managers, and leaders of nonprofit and nongovernmental organizations who want to create and sustain high performing teams in any environment to achieve higher impact and efficiencies.

Key Benefits

- Learn what it takes to build a truly cohesive and effective team through The Five Behaviors model: trust, conflict, commitment, accountability, and results

- Gain new insight into whether and how your team needs to change

- Help team leaders generate productive dialogue

- Create alignment by getting all team members on the same page

- Catalyze action as a team and see the big picture as you move toward your goals

Program Content

The Team Performance Model provides a common organization-wide framework for teaming across functions, cultures, and distances. From a single team to organization-wide implementation, this training helps your teams improve communication, solve problems, make decisions, reduce conflict, clarify multi-function work processes, and align around priorities and purpose. Flexible and scalable, it is loaded with accessible and action-oriented best practices and tools to get your teams on track. The *Model* focuses on seven primary issues that teams have to come to grips with as they move through the formative stages of team development to high performance and beyond.

Learning Outcomes

- Expand your internal team-development capabilities and create a shared language and common model for teaming across your organization.
- Strengthen relationships while augmenting the team's ability to achieve high performance.
- Gain valuable skills and tools that the team can use going forward to self-manage and self-adjust as new issues arise.

Course Length-4 hours or 8 hours