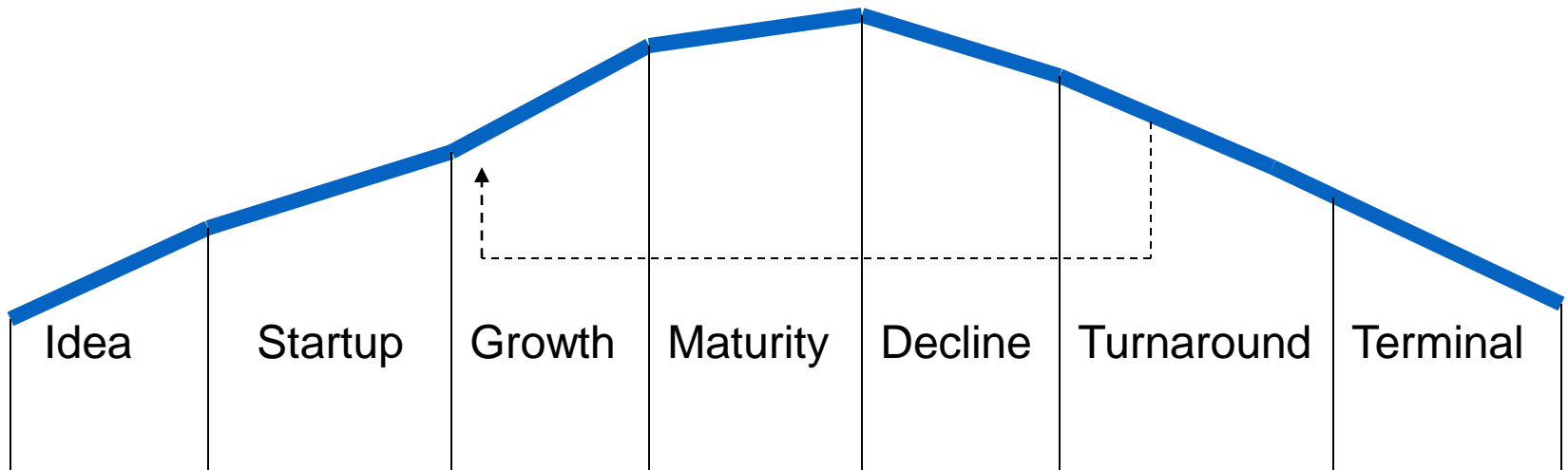
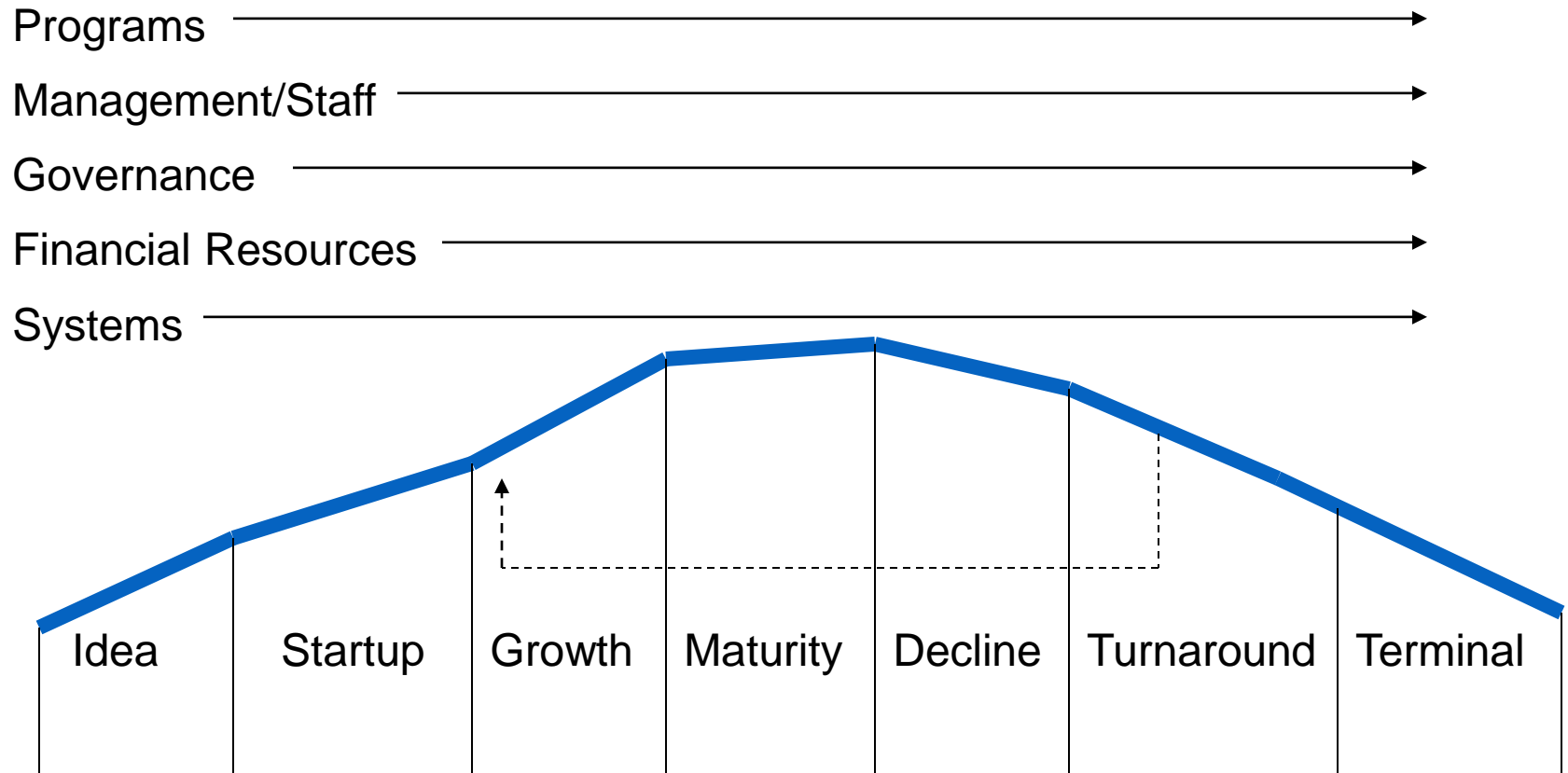


Nonprofit Lifecycle Stages



Nonprofit Lifecycle Stages



Leadership Traits

- **Idea** – Creative, free thinker, single-minded
- **Start-up** – Energetic, multi-tasker, generalist
- **Growth** – Dynamic, able to motivate people, able to plan and create systems
- **Maturity** – Able to manage people and processes, sees value in stability
- **Decline/Regeneration** – Willingness to shake things up, able to motivate
- **Turnaround** – Take charge, doesn't take things personally, able to make quick decisions
- **Terminal** – Good communicator and negotiator, organized and orderly, cares about clients

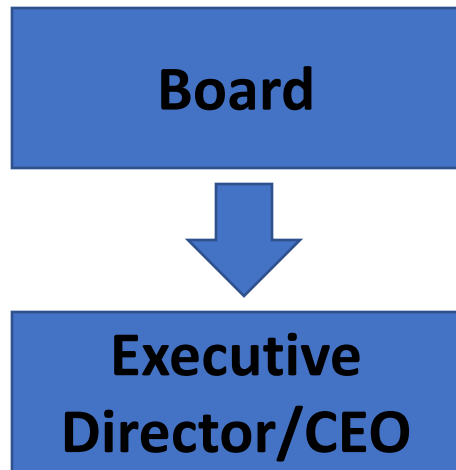
From Nonprofit Lifecycles – Susan Kenny Stephens

Food for thought

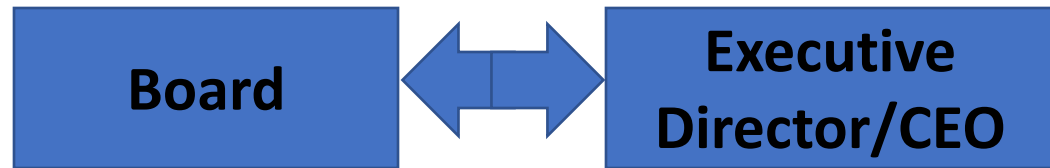
1. Seek balance where it is holding you back
2. Acknowledge if you have plateaued.
Commit to doing something different
3. Focus the January Executive Committee meeting on the Board & ED/CEO partnership. Build a strong relationship.

How Does Your Organization Work?

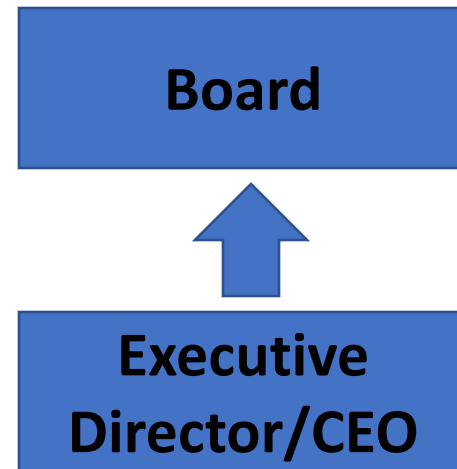
A



B



C



What impact does this dynamic have on your succession planning?

Benefits of taking a Lifecycle Approach

- Helps establish a starting point for developmental efforts
- Helps set realistic expectations for future stages
- Aids in recognizing behaviors that are typical, but also those that are out of synch
- Depersonalizes weaknesses
- Provides clearer understanding and assists us in becoming more effective advocates for our organizations

Succession Thinking

- Review your emergency success plan each January with Exec Cmte

Speakman Life Cycle Matrix – Self-Assessment tool

- All organizations begin as an idea
- From that idea, a few grow to be very large while most remain small and serve a narrow geography or audience
- In general, organizations go through predictable stages from start up to growth and maturity - the organizational life cycle.
- Different functions of an organization grow and strengthen at different rates but are intertwined in an organizations success
- Think about a nonprofit you are very familiar with and identify where they might be in the life cycle and what their next stage looks like in each area.