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## **Nonprofit Organizations**

### **Managing**

For the nonprofit manager trying to build an organization that is truly responsive to its clients and community, High Performance

Nonprofit

Organizations is an essential review of best practices. For the board member, foundation program officer, or nonprofit leader trying to create

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sustained impact, it is a provocative challenge to deal with the sector's unfinished business with a new approach.

Upstream For

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Social Entrepreneurs:  
Enhancing the  
Performance of Your  
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Nonprofit Leaders are

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beginning to confront the most important unfinished business of their sector. Having invented scores of successful model programs to address virtually every type of social problem or goal, they are discovering that large-scale, sustained impact remains elusive.

**High Performance  
Nonprofit  
Organizations:**

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**Managing ...**

The Seven Pillars of High Performance •  
Courageous, adaptive executive and board leadership •  
Disciplined, people-focused management •  
Well-designed and well-implemented programs and strategies •  
Financial health and sustainability •  
A culture that values learning •  
Internal monitoring for continuous

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improvement

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**7 Keys of High  
Performance**

**Nonprofits - Social  
Solutions**

High Performance

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Organizations.

Managing Upstream for

Greater Impact. Wiley

Nonprofit Law, Finance

and Management

Series

**High Performance**

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**Organizations.**

**Managing ...**

For the nonprofit manager trying to build an organization that is truly responsive to its clients and community, High Performance

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Organizations is an essential review of best practices. For the board member, foundation program officer, or nonprofit leader trying to create sustained impact, it is

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a provocative

challenge to deal with

the sector's unfinished

business with a new

approach.

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**Nonprofit**

**Organizations:**

**Managing ...**

Here are five

suggestions for

building a high-

performing team:

Select the A team.

Make sure that you

have the smartest,

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most productive, and most collegial people on your team. When you have hiring

opportunities, do not settle for less. And if you have inherited subpar members, work behind the scenes to improve their performance.

**Five Tips for Building High-Performing Nonprofit ...**

We then give you 3 to

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### Performance

5 attention points to improve the strength of your organization and subsequently your organizational performance. Our longitude research over 15 years shows that working with discipline on strengthening the HPO factors and the attention points will improve the financial and strategic (client satisfaction, employee satisfaction,

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innovation) results of  
your organization.

Organizations

**HPO Center - The  
High Performance  
Organization (HPO**

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At a high level,  
engagement is built  
through two equally  
important dimensions:  
personal motivators,  
such as recognition,  
and performance  
disciplines, such as  
performance  
management metrics.

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Performance

High-performance organizations keep a finger on the pulse of their people, regularly measuring engagement levels and actively managing engagement through ...

## **High-Performance Organizations - Secrets of Their Success**

"An effective non-profit manager must try to get more out of the people he or she has,"

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wrote Peter F. Drucker  
in *Managing the Non-  
Profit Organization*.

"The yield from the  
human resource really

...

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**Nonprofit  
Organizations, and  
Human Resources  
Management ...**

In high-performance  
organizations, the right  
systems include  
providing training and  
coaching to support  
team members,

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Non-Profit, enabling

rapid tests of  
improvement,

implementing best  
practices, measuring

what matters, and  
using defined

strategies for  
sustaining

improvements by

incorporating them into  
the norms and values.

**Creating a High-  
Performance Health  
Care Organization ...**

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Upstream For  
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Ellen is a member of the Leap Ambassadors, a national community of nonprofit thought leaders and practitioners who promote high performance in the nonprofit sector. The Capacity Institute's practices are aligned with the Performance Imperative , the Leap Ambassadors' seven practices of highly effective organizations.

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## **What Is a Nonprofit Performance Management System?...And Why Managing**

Here is a brief overview of ten things you should look for when determining if a nonprofit organization is a high performer: People. The best organizations attract and retain top talent with competitive salaries and a happy, supportive culture. The

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notion that nonprofit staff should work for pennies is an outdated, unproductive one.

Managing

## **Ten Characteristics of High Performing Nonprofit Organizations**

And the most efficient organizations use robust management software to seamlessly integrate performance management throughout the organization. As the

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Harvard Business Review points out, the biggest challenge to effectively managing positive change in an organization is that “there is little agreement on what factors most influence transformation initiatives.

**Performance  
Management  
Process Models for  
Nonprofits**

At the Minnesota

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Council of  
Nonprofits/Propel  
Nonprofits' Nonprofit  
Finance and  
Sustainability  
Conference, Adrian  
Bordone, vice  
president of strategic  
partnerships at  
GuideStar and a Leap  
Ambassador,  
challenged the  
nonprofits leaders in  
attendance to identify  
what individual leaders  
and organizations, as  
well as the nonprofit

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sector as a whole, can do to move high-performance standards and ...

Managing

**Becoming a High-Performance**

**Nonprofit - Propel Nonprofits**

This nonprofit management course is presented jointly with the HBS Social Enterprise Initiative.

**Key Benefits** This program delivers the strategic perspectives,

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Performance  
Nonprofit  
Organizations  
Managing  
leadership skills, and  
practical tools you  
need to drive change  
across the  
organization.

Upstream For

**Strategic  
Perspectives in**

**Nonprofit**

**Management - Social**

...

A performance  
management  
engagement with  
Nonprofit HR begins  
with an in-depth  
analysis of the tools,

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Greater Impact

systems and processes  
your organization uses  
to capture and deliver  
employee feedback.

We then work with you  
to design the ideal  
performance  
management approach  
for your organization  
with the goal of  
optimizing both  
individual and  
organizational results.

**Performance  
Management |  
Nonprofit HR**

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## 4 High-Performance Organizations Tolstoy

was right: each unhappy family is unhappy in its own way, but all happy families—or high-performance organizations—are alike. By understanding the common strands of organizational DNA, all companies can put themselves in a stronger position to achieve success. (See the sidebar “Getting

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