

IMPACT DELEWARE 2018

Planning for Leadership Capacity and Continuity

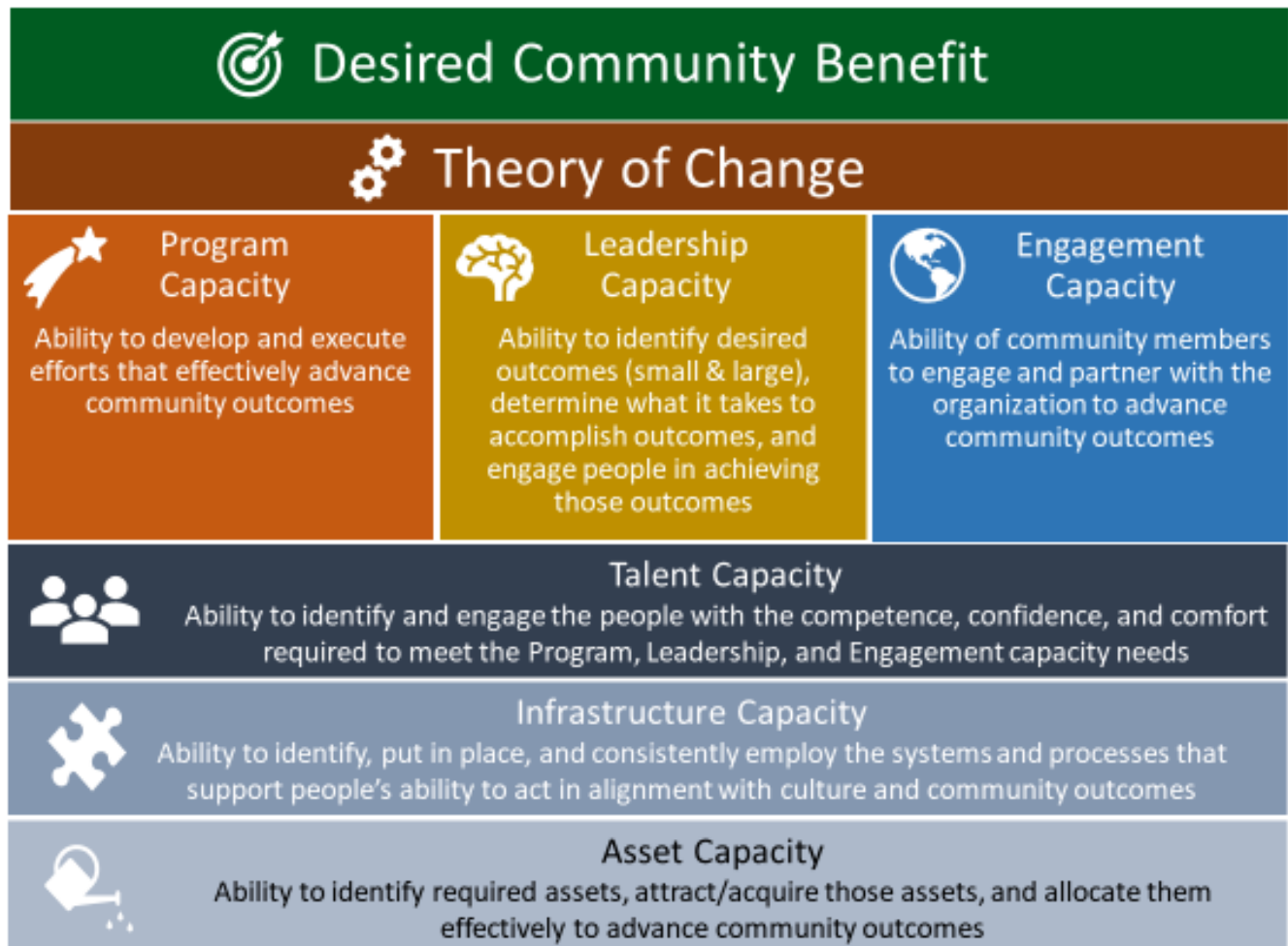
Sustaining healthy, effective organizations requires sustained Leadership Capacity, just as it needs programmatic, asset, infrastructure, and community capacity. In this session, we explore the idea of organizational leadership capacity and what it takes to develop and sustain it when we know leadership positions are transient

Presented by Orgforward

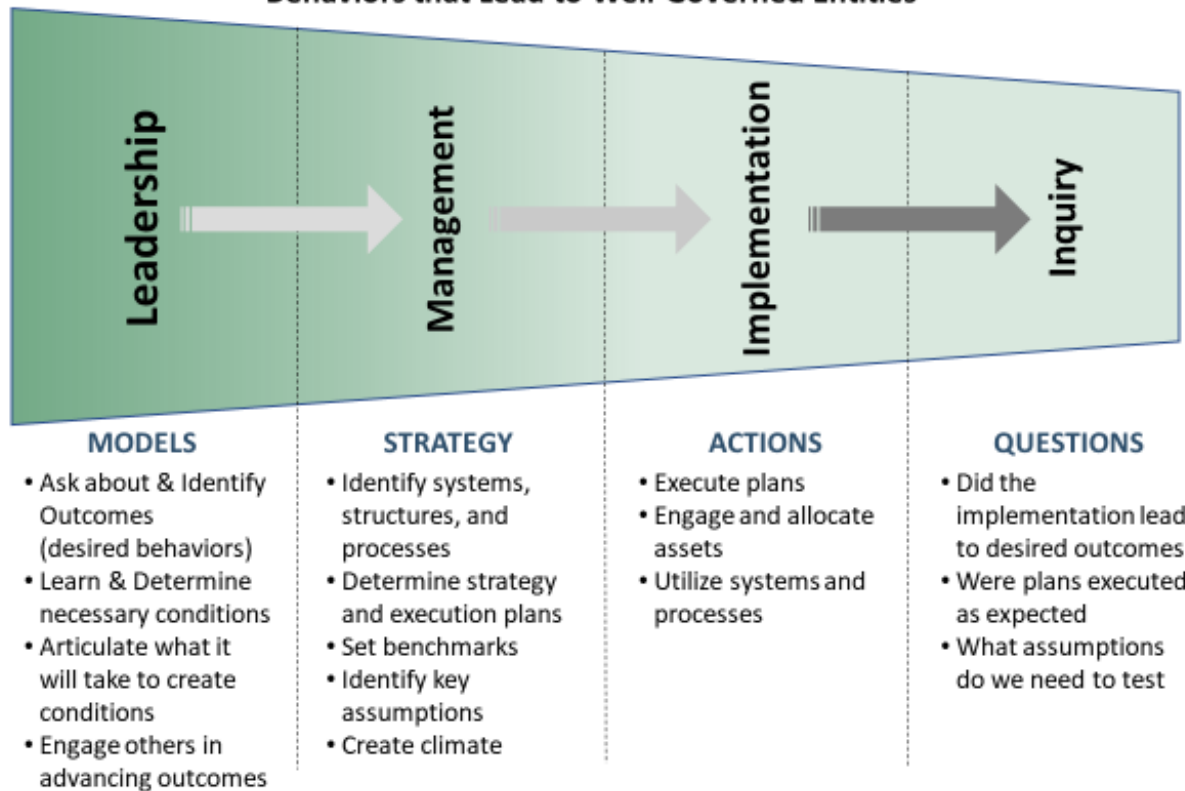
What are we focused on sustaining ...

... and what does that mean in terms of our thinking about leadership and continuity?

What Capacity Keeps Community, Organizations, and People Healthy



Behaviors that Lead to Well-Governed Entities



Governance: The ability to ensure that the model for creating change is being followed AND is effective at advancing community outcomes

Leadership Capacity – Key Elements



Key Lines of Inquiry

- What is the organization's leadership capacity
 - What leadership capacity is required to sustain the Theory of Change
 - Where does that capacity currently reside (who has the needed competencies) ...
 - Staff?
 - Board?
 - Community?
- What would it take to ensure continuity of this capacity – specifically, the competences remain present in the organization in spite of personnel transitions ...
 - Opportunities
 - Training / Coaching
 - Recruitment
- What could compromise the ability to sustain this capacity?
- What action do the answers to the above questions demand?

Board Specific Inquiry

- What is the leadership capacity of the board (not what they are capable of, but rather what leadership asset is expected of this body)?
- What does it take to be successful in that capacity?
- Where does the competence reside?
- What are the implications with regard to board recruitment and role designation (functional role vs titled officer/chair role)?