

Nonprofit**HR**

WELCOME

**EXECUTIVE ALLIANCE
FOR SOCIAL IMPACT**

SPRING 2024 COHORT – SESSION 3

YOUR PRESENTER



Lisa Brown Alexander

Founder & CEO

Nonprofit HR

OVERVIEW OF COHORT

Session 1: Leadership for Growth
(Full day, in person) – THURSDAY,
APRIL 4

Session 2: Talent & Culture for
Growth
(3 hours, virtual – Thursday,
APRIL 11

Session 3: Resilience &
Sustainability for Growth (3 hours,
virtual – THURSDAY, APRIL 18

Session 4: Wrap-Up
(Full day, in-person) – THURSDAY,
APRIL 25

OVERVIEW OF COHORT

1:00 – 1:05 pm

1:05 – 1:15 pm

1:15 – 2:00 pm

2:00 – 2:10 pm

2:10 pm – 2:55 pm

2:55 – 3:05 pm

3:05 – 3:50 pm

3:50 – 4:00 pm

Welcome & Opening Remarks

What's Good? You Good?

Social Impact Sector 2.0: Predictions for the Future

Self-care Break

How Resilient Are You & How Sustainable Is your Social Impact organization?

Self-care Break

Why Financial acumen Is essential to Your Growth & Resilience Strategies

Reflections

Final Session

Thursday, April 25

Wellspring Manor & Spa

COHORT CHECK-IN



- What's good right now?
- What do you need in this moment?

A person in a dark suit is shown from the chest up, holding a glowing white sphere with both hands. The sphere is the focal point, containing the title text. The background is dark, and the lighting is dramatic, highlighting the person's hands and the sphere. The overall mood is futuristic and visionary.

Social Impact Sector 2.0: Predictions for the Future

SOCIAL IMPACT SECTOR 2.0: CURRENT STATE

Today's U.S. Based Social Impact/Nonprofit Sector:

- 3rd Largest Workforce in the U.S.
- 1.8 Million Organizations
- 12+ Million Paid Staff
- \$826 Billion Annual Spend on Salaries, Benefits & Payroll Taxes
- \$2 Trillion to the U.S. / 5.7% GDP

Nonprofits employ 12.3 million people, with payrolls exceeding those of most other U.S. industries, including construction, transportation, and finance.

National Council of Nonprofits

SOCIAL IMPACT SECTOR 2.0: CURRENT STATE

Field	Workers	Share of nonprofit workforce
ALL NONPROFITS	12,482,741	100%
Health care services	6,777,730	54.3%
Educational services	2,003,634	16.1%
Social assistance	1,528,920	12.2%
Religious, grantmaking, civic, professional, & similar	818,562	6.6%
Arts, entertainment, & recreation	355,965	2.9%
All other fields combined	997,930	8.0%

Source – George Mason University Center on Nonprofits, Philanthropy, and Social Enterprise

Nonprofit**HR**

SOCIAL IMPACT SECTOR 2.0: PREDICTIONS FOR THE FUTURE



Social Trends



Technological
Trends

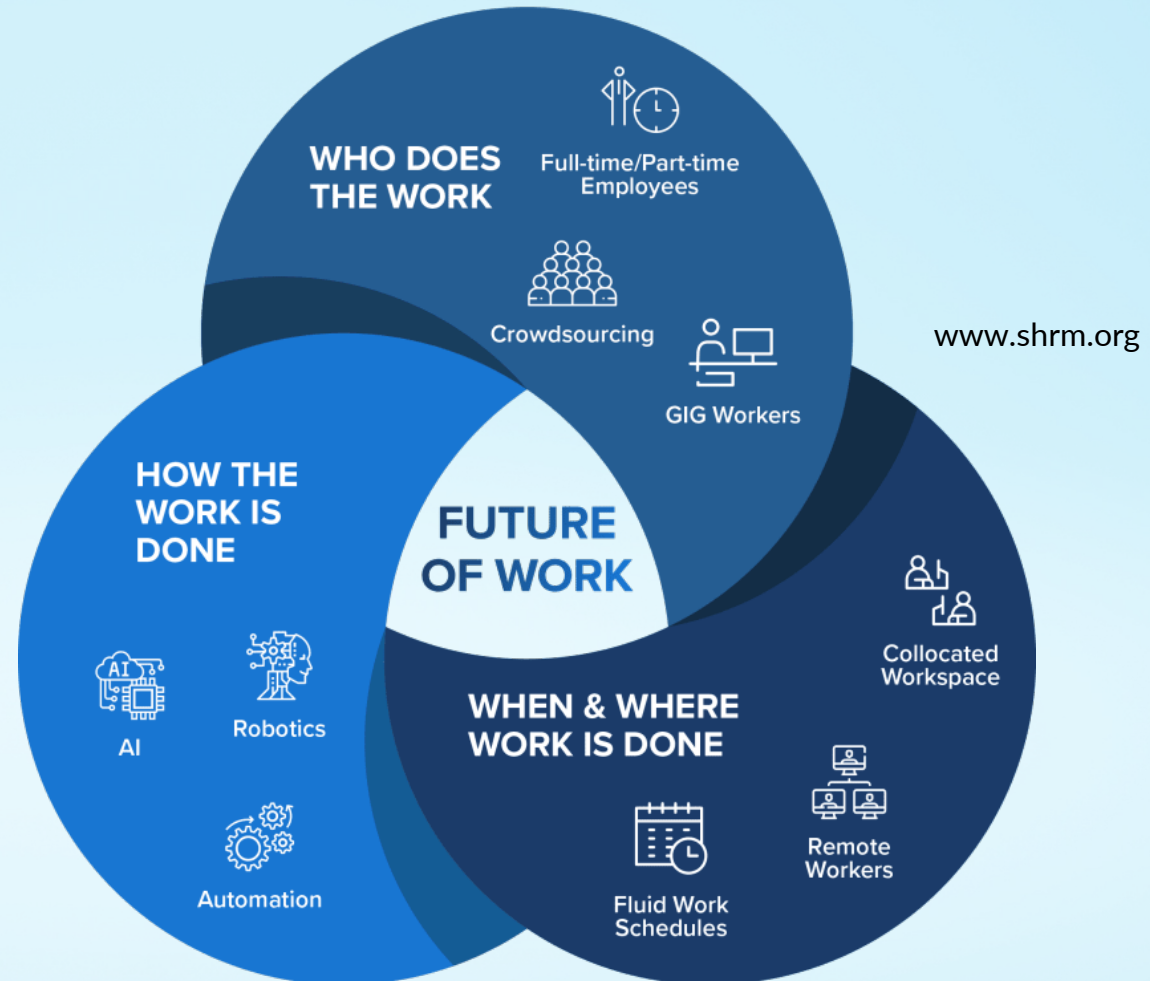


Income Growth
Trends

THE FUTURE OF WORK

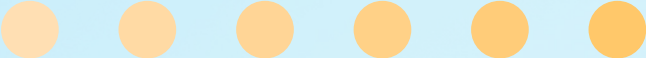
The future of work refers to an informed perspective on what businesses and other organizations need to know about how work could shift plus how workforces and workplaces can prepare for those changes, big and small.

McKinsey.com



THE FUTURE OF WORK: 3 TRENDS IMPACTING SOCIAL SECTOR TALENT

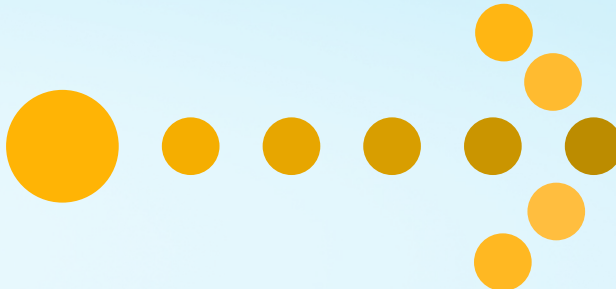
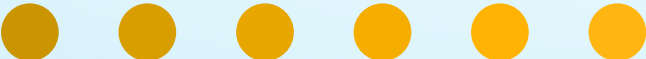
Growth of Generative AI



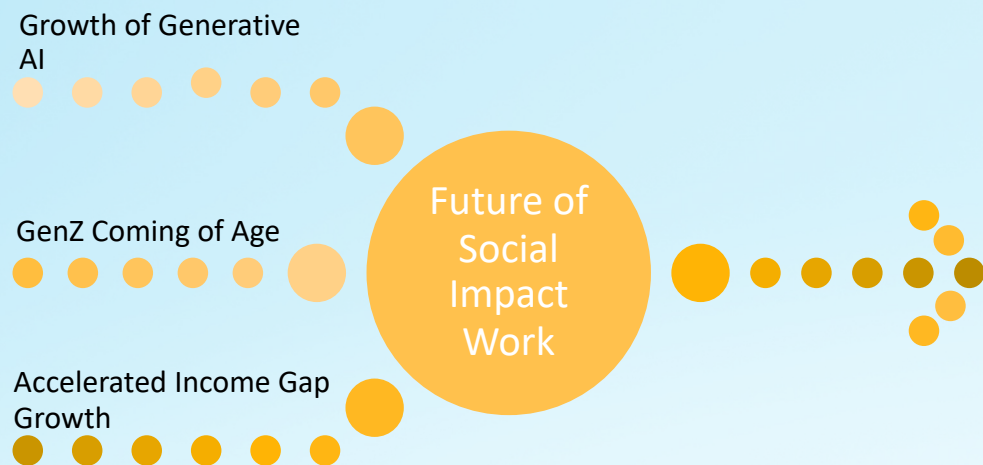
GenZ coming of age



Accelerated income gap growth



THE FUTURE OF WORK: 3 TRENDS IMPACTING SOCIAL SECTOR TALENT

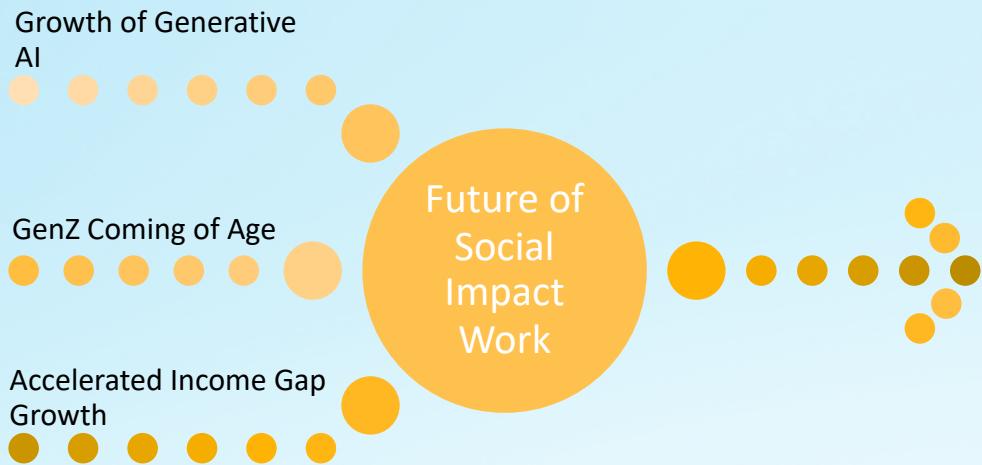


How is your organization preparing for the growth of generative AI?

Growth of Generative AI

- Jobs involve a high share of repetitive tasks, data collection, office support & customer service are expected to shrink or be replaced by about 3.7 million and 2.0 million jobs, respectively, by 2030.
- Workers will need support in learning new skills
- Increased demand for “knowledge” workers

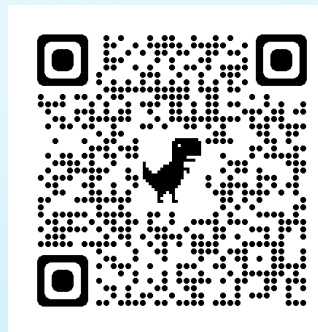
THE FUTURE OF WORK: 3 TRENDS IMPACTING SOCIAL SECTOR TALENT



How is your organization adjusting its talent management strategies to prepare for Gen Z?

Gen Z Coming of Age

Gen Z, a rapidly-growing generation, is predicted to constitute **27%** of the **global workforce by 2025**. They are also currently estimated to be **the most ethnically diverse generation**, with more than 50% from non-white backgrounds.



Forbes.com

Nonprofit**HR**

THE FUTURE OF WORK: A PERSPECTIVE ON TALENT

Growth of Generative AI



GenZ Coming of Age



Accelerated Income Gap Growth

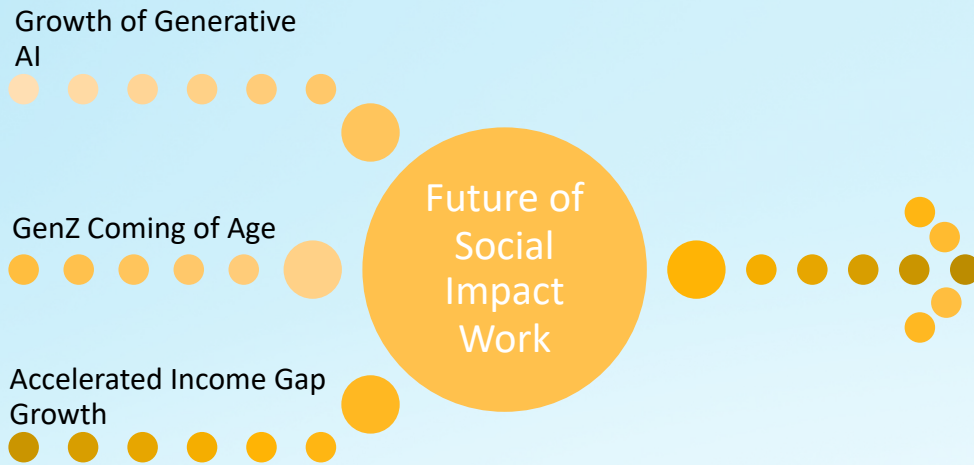


Accelerated Income Gap Growth



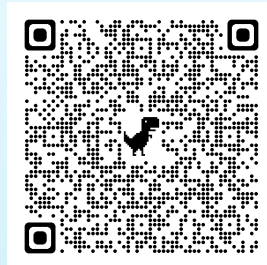
The diversity and complexity of societal problems and the widening of the income gap will continue to drive social sector growth.

THE FUTURE OF WORK: A PERSPECTIVE ON TALENT



Income inequality has risen in most advanced economies and major emerging economies, which together account for about two-thirds of the world's population and 85 percent of global GDP.

Brookings Institute



Accelerated Income Inequality

- Increased income inequality will drive higher demand for nonprofit services
- shrinking amounts of revenue from donors at lower- and middle-income levels will impact fundraising strategy; people with higher incomes tend to give a smaller percentage of their income to charity than do middle and lower-class people
- declining levels of trust in institutions among Americans key factor contributing to the decline in philanthropy

SOCIAL IMPACT SECTOR 2.0: PREDICTIONS FOR THE FUTURE

Are you future-proofing your organization?

Future-proofing is a process of anticipating and preparing for potential future changes and challenges, in order to minimize their impact and ensure long-term success [and sustainability].

Group Discussion Question:

What role do you believe you should play in helping to prepare your organization for the future and the future of work?

[https://www.linkedin.com/pulse/10-proven-ways-future-proof-your-business-essential-tips-long-term-/](https://www.linkedin.com/pulse/10-proven-ways-future-proof-your-business-essential-tips-long-term/)



SELF-CARE BREAK

2:00 – 2:10 PM

HOW RESILIENT ARE YOU & HOW SUSTAINABLE IS YOUR SOCIAL IMPACT ORGANIZATION?

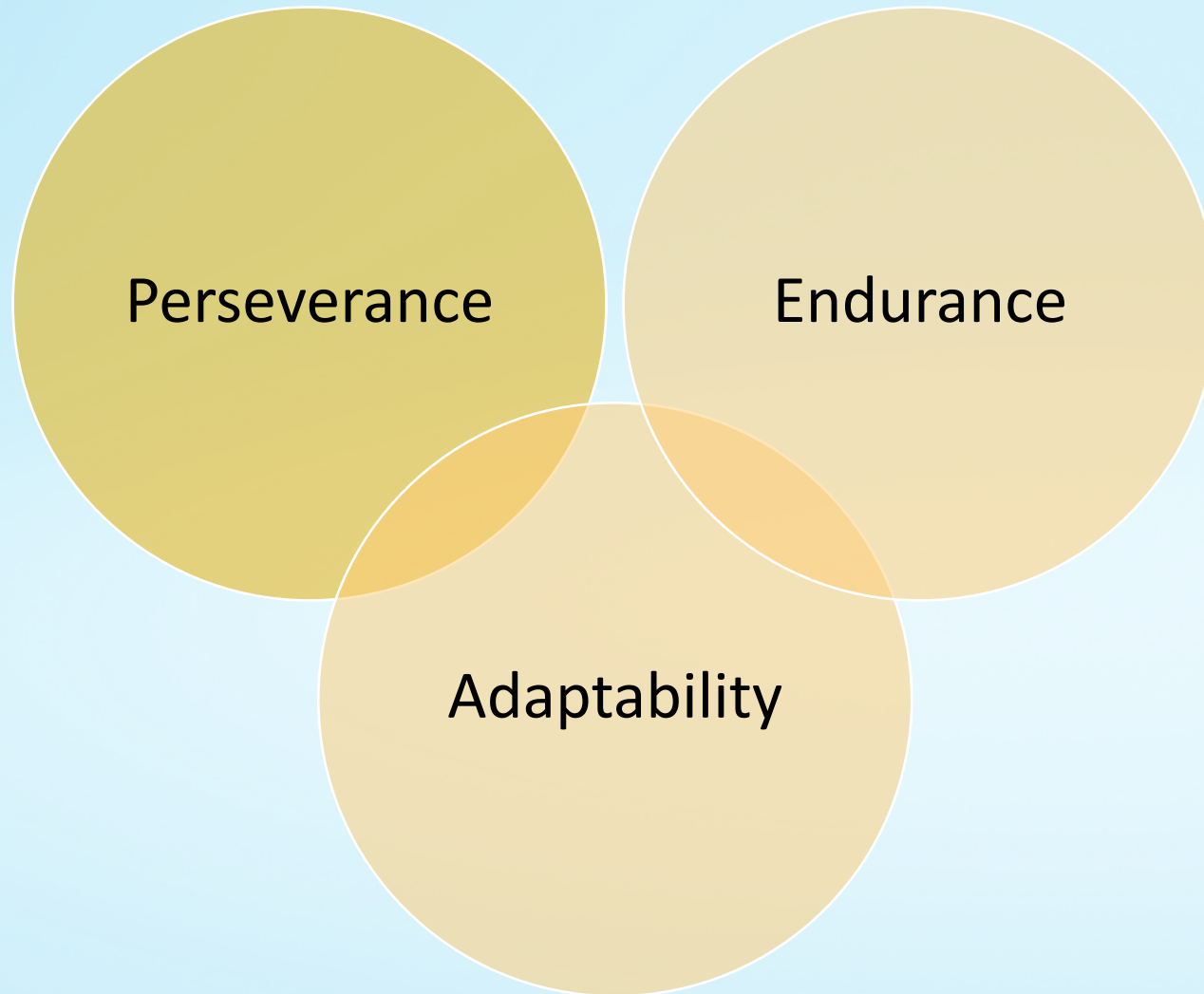
Leadership Resilience

refers to the ability of leaders to endure, adapt, and thrive in the face of adversity, challenges, and change

Organizational Resilience

defined as an organization's capacity to absorb stress, recover critical functionality, and thrive in altered circumstances

LEADERSHIP RESILIENCE & SUSTAINABILITY



Resilience is important for leaders to thrive. The ability to persevere and persist with unwavering hope is perhaps the ultimate mark of an impactful leader.

Thnk.org

Nonprofit**HR**

LEADERSHIP RESILIENCE & SUSTAINABILITY



Resilience is the ability to adapt and thrive in the face of adversity.

LinkedIn.com

How resilient do you feel right now?

LEADERSHIP RESILIENCE & SUSTAINABILITY

Group Discussion Questions:

How does this compare to the level of resilience you felt 1 year ago?

What have you experienced that has strengthened or weakened your leadership resilience?

ORGANIZATIONAL RESILIENCE & SUSTAINABILITY

Resilience is not a destination; it is a way of being. A “resilient organization” is not one that is simply able to return to where it left off before the crisis. Rather, the truly resilient organization is one that has transformed, having built the attitudes, beliefs, agility, and structures into its DNA that enable it to not just recover to where it was, but vault forward—quickly.

Deloitte Insights

4 KEY BENEFITS OF ORGANIZATIONAL RESILIENCE

Anticipation Benefit

- the ability to recognize threats faster

Impact Benefit

- the ability to better resist or withstand the initial shock

Recovery Speed Benefit

- the ability to rebound from the shock more quickly by identifying the adjustments needed to return to the prior operating level and implementing them swiftly and effectively

Outcomes Benefit

representing increased fitness for the new post-shock environment

Source:
<https://hbr.org/2020/07/a-guide-to-building-a-more-resilient-business>

Self-Reflection Question on Resilience

What do you need to prioritize to build your own resilience and that of your organization?



SELF-CARE BREAK

2:55 – 3:05 PM



WHY FINANCIAL ACUMEN IS ESSENTIAL TO YOUR GROWTH & RESILIENCE STRATEGIES

WHY FINANCIAL ACUMEN IS ESSENTIAL TO GROWTH

When a nonprofit closes, the ripple effects cannot be ignored: communities lose access to food, shelter, mental health care, and other vital services.

National Council of Nonprofits

WHY FINANCIAL ACUMEN IS ESSENTIAL TO GROWTH

50% of nonprofit organizations in the United States are operating with **less than a single month's cash reserves.**

<https://www.ensync-corp.com/blog/step-by-step-guide-to-attaining-nonprofit-sustainability>

WHY FINANCIAL ACUMEN IS ESSENTIAL TO GROWTH

Financial acumen refers to the ability to understand and interpret financial data and use it to **make sound business decisions.**

WHY FINANCIAL ACUMEN IS ESSENTIAL TO GROWTH

Resource
Allocation

Risk
Management

Performance
Measurement

Growth Strategy Management

Communication
& Transparency

Mission Sustainability

WHY FINANCIAL ACUMEN IS ESSENTIAL TO GROWTH



Insights from Simiso Kabo
Chief Financial Officer,
Nonprofit HR

REFLECTIONS

OVERVIEW OF COHORT

Session 1: Leadership for Growth
(Full day, in person) – Thursday,
April 4

**Session 2: Talent & Culture for
Growth**
(3 hours, virtual) – Thursday,
April 11

**Session 3: Resilience &
Sustainability for Growth** (3 hours,
virtual) – Thursday, April 18

Session 4: Wrap-Up
(Full day, in-person) – Thursday,
April 25