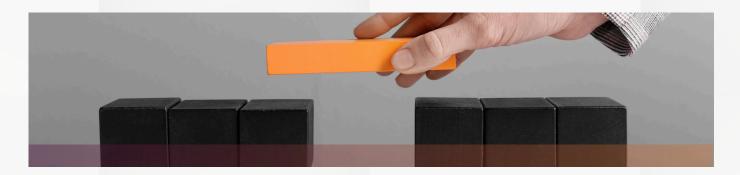
## **Best Practices to Build Your**

## Nonprofithe

## **Skills-Focused Talent Strategy**



- Start with your nonprofit's strategic goals to determine needed skills: Align skill development with strategic goals to ensure the necessary skills are cultivated for future success.
- Inventory staff skills and determine goals: Conduct a thorough assessment of current staff skills and identify gaps to set targeted development goals.
- Develop skills acquisition strategies: Create effective strategies for acquiring the needed skills through training, hiring or other development methods.
- Set achievable goals and build while you learn, adapting and evaluating over time: Define clear, measurable and realistic objectives that align with your organization's mission and be agile in re-examining goals over time.
- Test with a pilot program and ensure alignment and effectiveness: Launch a pilot to assess effectiveness and gather insights before broader implementation.
- Capitalize on SMEs to enrich content or consider outsourcing or collaborating with experts: Use internal subject matter experts or partner with external experts to bring in specialized knowledge and fresh perspectives to develop content.
- Involve the Finance and IT teams in the development of the plan: Engage Finance and IT to ensure budget alignment and technological support.
- Demonstrate ROI such as achievement of strategic goals and greater staff engagement and retention: Measure and communicate the tangible benefits and impact of your skills-focused initiatives.

