



Nonprofit**HR**

DIRECTING THE SOLO SYMPHONY:

MASTERING THE ART OF ONE-PERSON HR DEPARTMENTS

Sidney Abrams, SHRM-SCP

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ABOUT

NONPROFIT HR

Our Vision:

We are the leading source of innovative talent management, talent acquisition services and knowledge for the social impact sector.

- Total lifecycle solutions for talent management.
- 20+ years of serving the social sector as a trusted advisor and thought partner.
- Thousands of missions served.
- Black woman owned.
- National footprint.
- Award-winning and credentialed staff.

"Nonprofit HR's experts listen, articulate people-centric solutions and understand the correlation between having high-performing engaged staff and us being able to support our members' needs. Their team has elevated the importance of and visibility around innovative HR practices. Nonprofit HR is an invaluable strategic partner."

Cathy Gibney, Chief Financial Officer,
National Hospice & Palliative Care Organization



OUR PRACTICES

Nonprofit HR's suite of solutions are centered around four core service areas.

PEOPLE & ORGANIZATIONAL STRATEGY

- Assessments
- Solutions Architecture
- Learning & Development
- Certified Coaching
- Advisory Services

SEARCH

- Executive Search
- Professional Search

HR OUTSOURCING

- Interim Outsourcing
- Comprehensive General Outsourcing
- Organizational Change Management Strategy Implementation
- Talent, Workforce Needs & Strategy Alignment
- Talent Acquisition Support

TOTAL REWARDS

- Salary Benchmarking
- Compensation Program Design
- Pay Equity Analysis
- Benefits Assessments
- HR Technology Strategy

We partner with all mission-driven organizations, including nonprofits, associations, foundations and social enterprises to help strengthen people management practices.



YOUR NONPROFIT HR

PRESENTERS



Sidney Abrams,
SHRM-SCP
Chief Client
Experience Officer



LaNeé Kittrell,
MBA, SHRM-SCP
Team Leader & Senior
Consultant,
Outsourcing

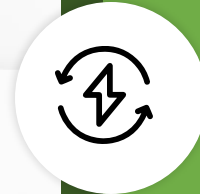


■ WHY ARE WE HERE?



Acknowledgment

Challenges of Being a
Department of One



Efficiency

Achieving Greater
Productivity as a
Department of One



Impact

Transitioning from
Operational to Strategic

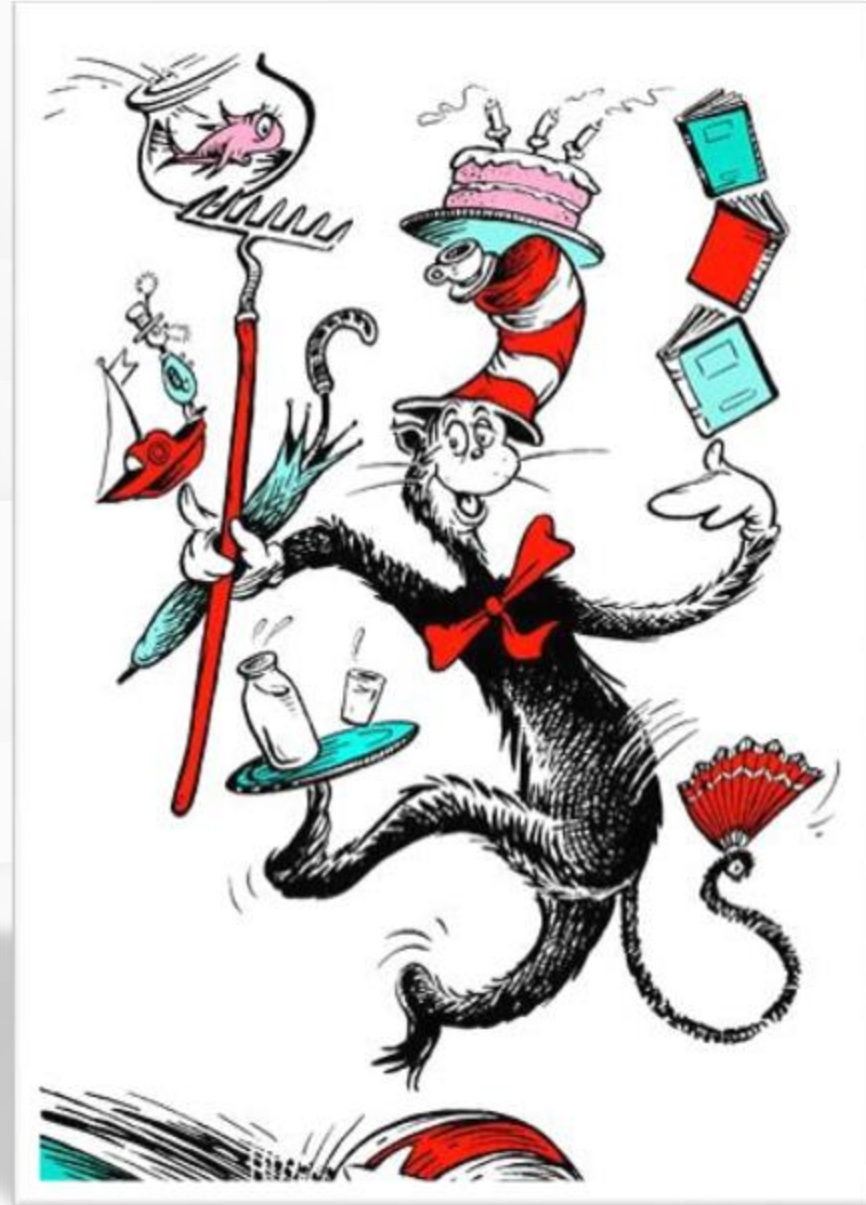


Success

Practical Solutions
for Excelling as a
Solo Practitioner

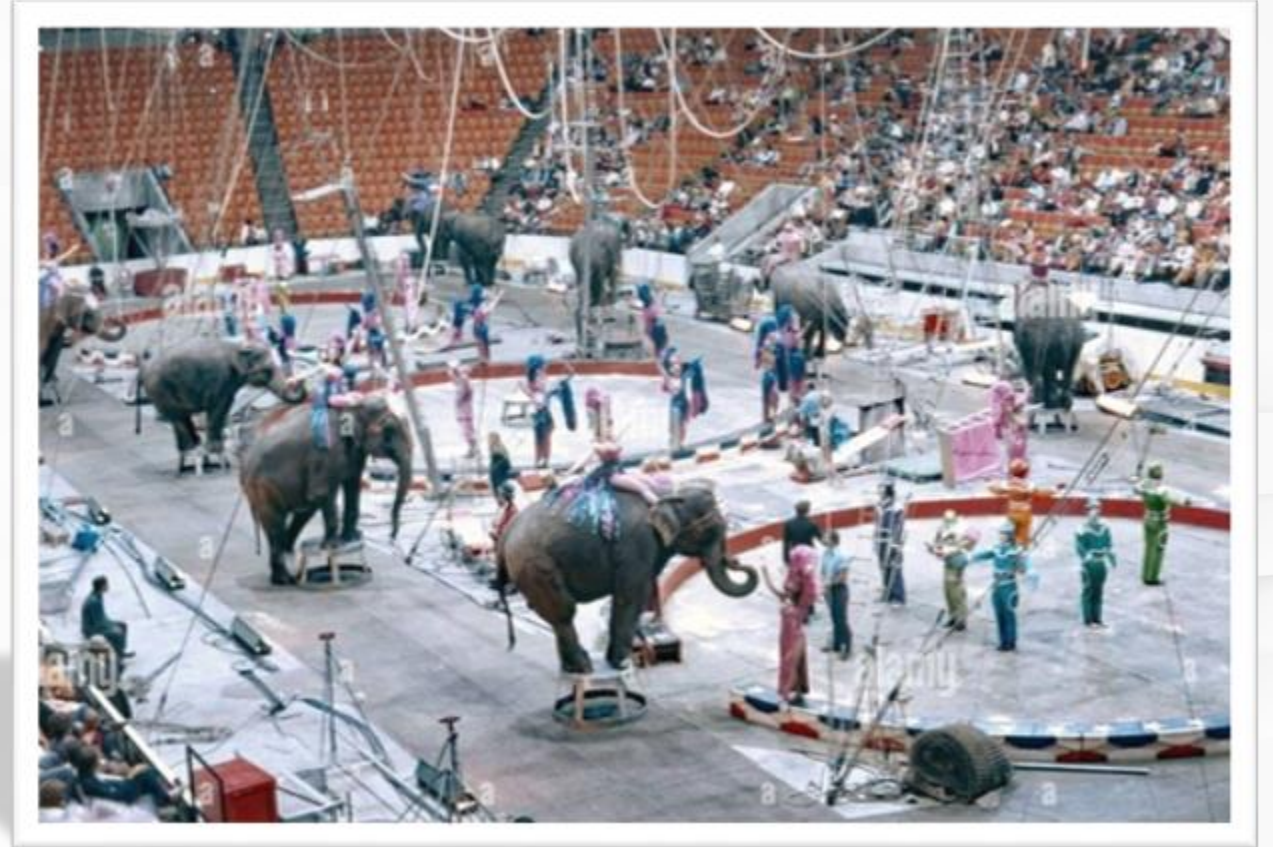


■ LOOK FAMILIAR?





■ HOW ABOUT THIS?





■ CHALLENGES OF BEING A DEPARTMENT OF ONE

- Limited Bandwidth
- Balancing Act
- Expectation of Being an Expert at Everything
- Limited Internal Mobility
- Supporting Multiple Stakeholders with Diverse & Divergent Priorities
- Staying Current
- Navigating Isolation & Building Trust
- Setting Expectations & Establishing Expertise
- Changing Mindsets



■ CHALLENGES OF BEING A DEPARTMENT OF ONE

POLL

What is your greatest challenge as a department of one?

Answer choices:

- A. Limited Bandwidth
- B. Expectation of Being an Expert at Everything
- C. Supporting Multiple Stakeholders with Diverse & Divergent Priorities
- D. Staying Current
- E. Setting Expectations & Establishing Expertise
- F. Other? Input your response in the Questions pane!



“

**Juggling is sometimes called
the art of controlling patterns,
controlling patterns in
TIME and SPACE”**

- Ronald Graham



■ EFFICIENCY:


ACHIEVING GREATER PRODUCTIVITY AS A DEPARTMENT OF ONE

-  Strategic Use of Outsource Partners
-  Encourage Staff Ownership, Engagement, Collaboration & Empowerment
-  Resources & Templates



■ EFFICIENCY:

ACHIEVING GREATER PRODUCTIVITY AS A DEPARTMENT OF ONE

-  Time Management
-  Prioritizing & Planning
-  Embrace Technology



■ EFFICIENCY:

ACHIEVING GREATER PRODUCTIVITY AS A DEPARTMENT OF ONE





■ EFFICIENCY:

ACHIEVING GREATER PRODUCTIVITY AS A DEPARTMENT OF ONE

POLL

What technology solutions have helped with your efficiency?

Submit your response in the Questions pane!



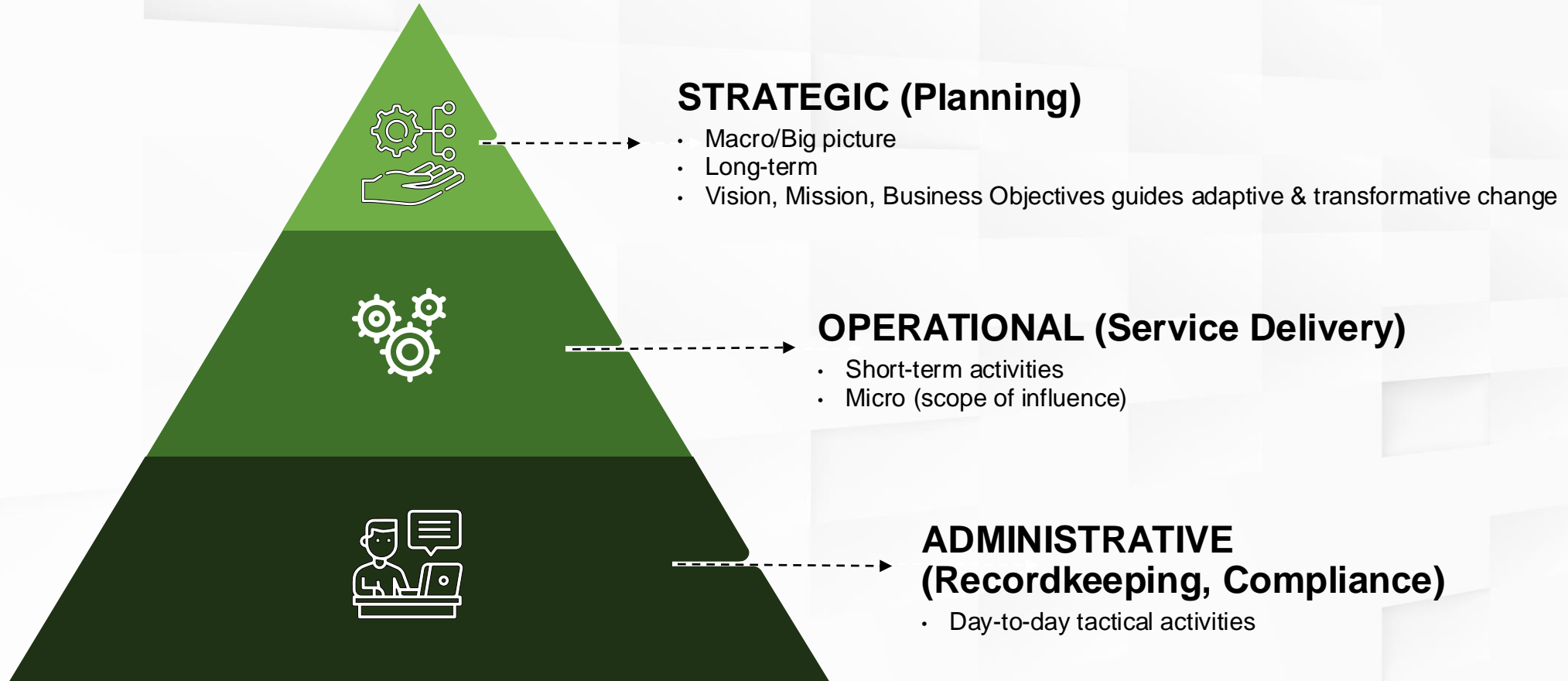
“

Strategy is a fancy word for coming up with a long-term plan and putting it into action.”

- Ellie Pidot



IMPACT: TRANSITIONING FROM OPERATIONAL TO STRATEGIC





IMPACT: TRANSITIONING FROM OPERATIONAL TO STRATEGIC

Operational HR Practices	Function	Strategic HR Practices
Policies and records, compliance and discipline, all-staff events, complaint resolution	Employee Relations	Engaging employees to drive results, recognizing teams and individuals, strategically seeing employees as an investment
Recruiting and hiring, testing and background checks, temporary staffing	Recruitment	Creating a compelling, inclusive employment brand, workforce planning focused on talent needs, developing talent pipelines
Basic skills training, new hire orientation, values and competencies	Learning & Development	People strategies that drive results, succession planning and onboarding/integration, creating career and development plans
Performance management, compensation administration and surveys, job descriptions, benefit administration	Performance Management & Total Rewards	Assigning goals and metrics aligned to the organizational strategy, rewarding employees for organizational results, rewarding employees for their value



■ IMPACT: TRANSITIONING FROM OPERATIONAL TO STRATEGIC

Make Space to Be Present

Develop Strategic Vision for HR

Get to Know the Business

Understand and Incorporate DEI Principles

Change Management

EI - Build & Nurture Relationships

Know Your Numbers

Earn Trust



■ SUCCESS: PRACTICAL SOLUTIONS FOR EXCELLING AS A SOLO PRACTITIONER

Challenge the Status Quo

Develop Resilience & Agility

Soak Up Knowledge

Thought Leadership

Seek Mentorship

Self-Care

Advocate for Yourself

Continuous Learning



OUR FAVORITE FOLLOWS

- **Josh Bersin** – Research & Insights
- **Meghan Biro** – Talent/Culture
- **Liz Ryan** – Workplace Culture
- **Simon Sinek** – Leadership Development
- **Claude Silver** – Emotional Optimism
- **Justin Wright** – Leadership & Culture
- **Lili Zhang** – DEI Strategist
- **Laura Knights** – Leadership Development
- **Vernā Myers** – DEI Strategy
- **Ellyn Shook** – Global HR & HR Tech
- **Adam Grant** – Workplace Dynamics
- **Anna Tavis** – People Analytics & Technology
- **Dave Ulrich** – Leadership





■ OUR FAVORITE READS & LISTENS

- The SWITCH Podcast by Nonprofit HR & Blog – *Social Sector HR Trends, Insights, & Strategies*
- AIHR Blog – *Tools Resources & HR Best Practices to Innovate & Excel in HR*
- HR Brew/HR Morning Blog – *Daily Recap of Top Headlines*
- Harvard Business Review – *Talent Strategy, Studies, & Methodologies*
- HR Besties – *Humorous take on HR best practices*
- The Leadership Corner – *Valuable Insights for Emerging & Experienced Leaders*
- Dare to Lead Podcast (Dr. Brené Brown) – *Cultivating Courageous Leadership*
- SHRM's All Things Work – *Comprehensive HR Resource & Tools*
- CHRO SmartBrief Newsletter – *News for Top HR Leaders & Professionals*



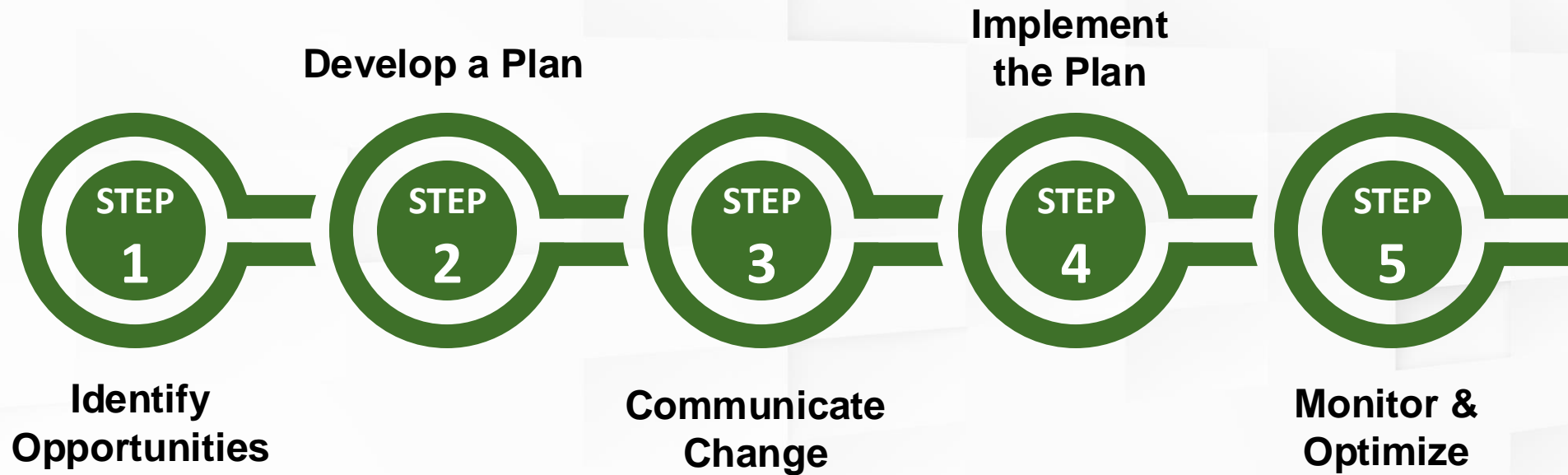


■ WHEN DOES IT MAKE SENSE TO GROW YOUR HR TEAM?

- There's no silver bullet – must consider multiple options
- Staff size
- What is your vision of HR?
- HR maturity
- Long-term organizational strategy
- Dedicated HR vs. role sharing



■ WHAT NOW?





“

**A Trusted Advisor & Strategic HR
Leader is an “evolved HR leader.”**

- Heidi Hudson VP, People Services, VOANS



■ Q&A

QUESTIONS?

Type your questions for today's presenters into the Questions pane on the GoToWebinar Control Panel.



THANK YOU & CONTACT US

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