



Nonprofit**HR**

STRENGTHEN YOUR PEOPLE.
ACHIEVE YOUR MISSION.

The Nonprofit Navigator: Shaping the Future of Work in the Social Impact Sector

Lisa Brown Alexander
Founder, President & CEO
Nonprofit HR



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.



■ LISA BROWN ALEXANDER



My Social Sector Journey:

- HR Generalist, National League of Cities
- Director of HR, American Symphony Orchestra League (*now League of American Orchestras*)
- VP, HR & Administration, American Association of Homes & Services for the Aging (*now Leading Age*)
- Founder, President & CEO, Nonprofit HR
- Board Member, Baltimore Symphony Orchestra
- Board Member, Prince Georges Cultural Arts Foundation



■ AREAS OF EXPLORATION

- The future of work: social sector challenges & opportunities
- Strategies for preparing for the future of work



THE FUTURE OF WORK: SOCIAL SECTOR CHALLENGES & OPPORTUNITIES



■ THE FUTURE OF WORK: DEFINED

The future of work is a projection of how **work, workers and the workplace will evolve** in the years ahead.

Source: SHRM



■ THE FUTURE OF WORK: DEFINED

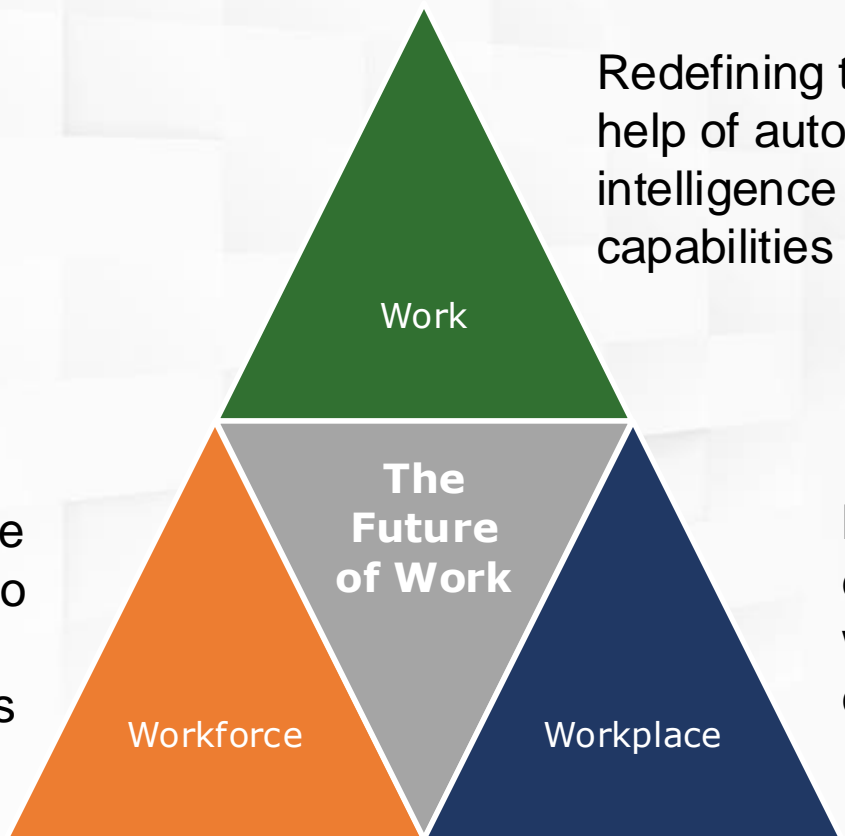
The future of work refers to **an informed perspective on what businesses and other organizations need to know about how work could shift**, plus how workforces and workplaces can prepare for those changes, big and small.

Source: McKinsey & Co.



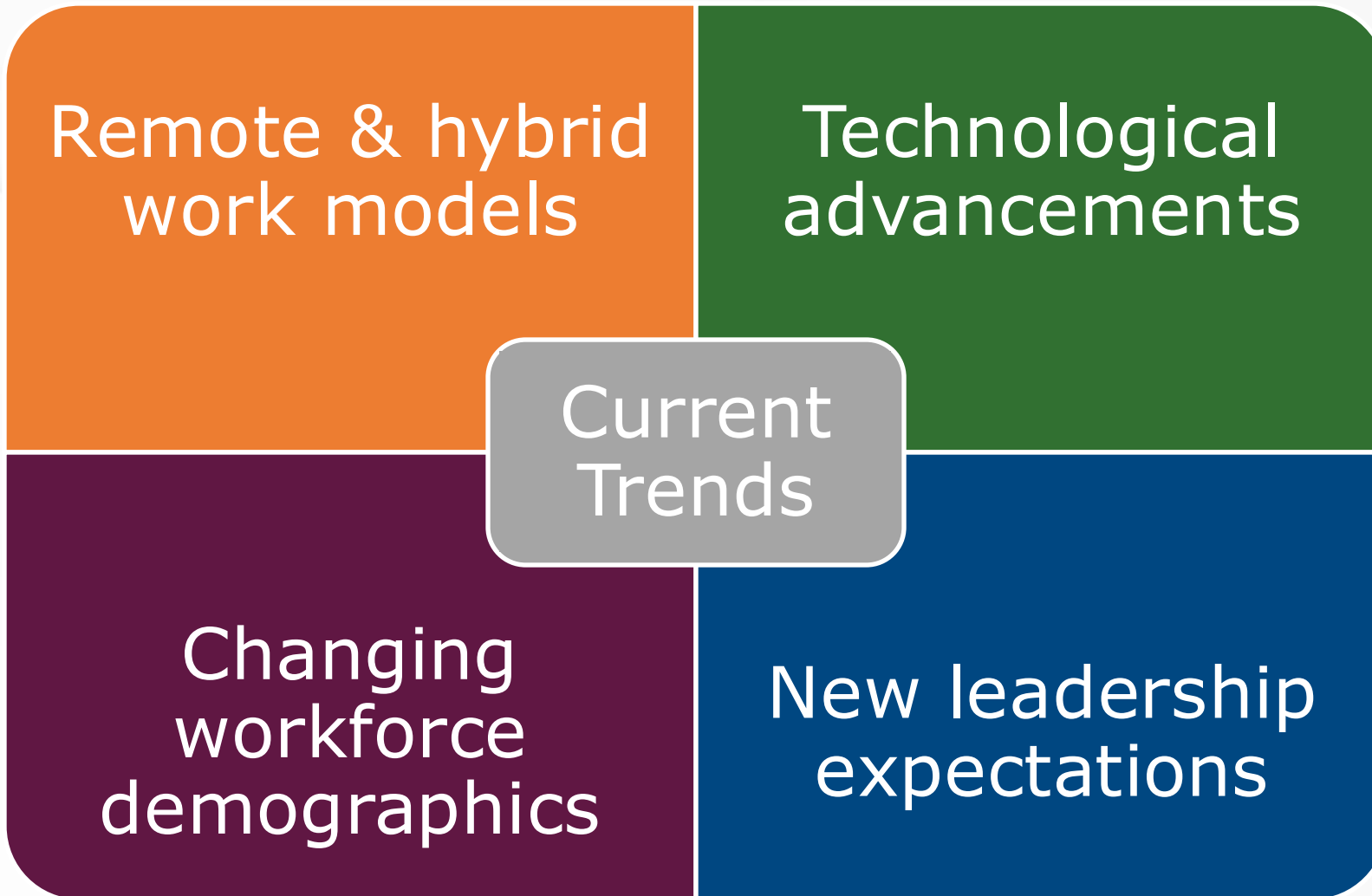
■ THE FUTURE OF WORK: DEFINED

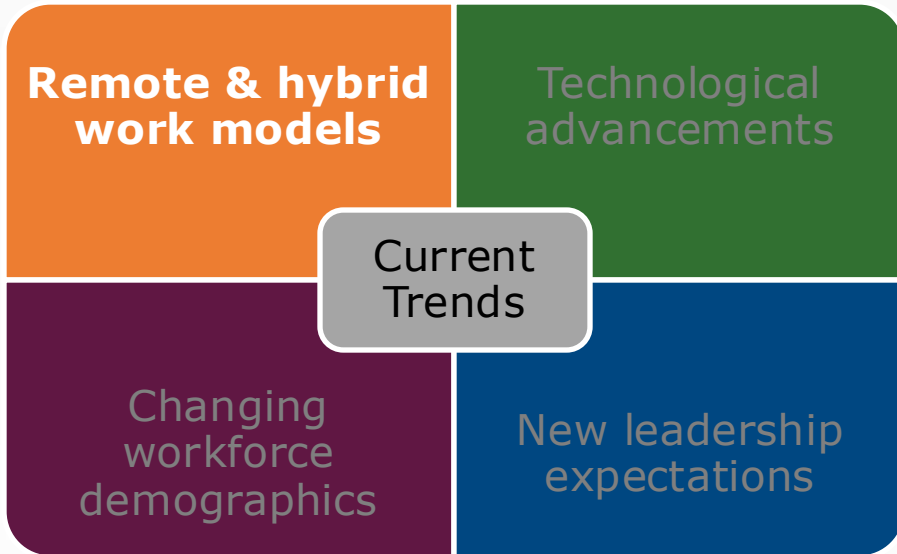
Developing a diverse, agile workforce that can adapt to changing demands *and* leverage new technologies



Redefining tasks and roles with the help of automation and artificial intelligence to enhance human capabilities

Maintaining flexible, collaborative environments that support various work styles and improve employee engagement and productivity

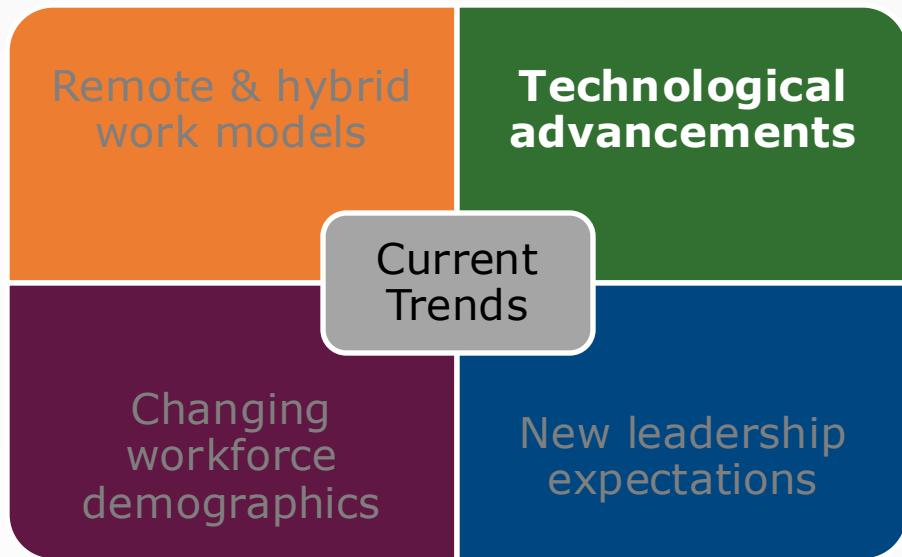




The increasing cost of work

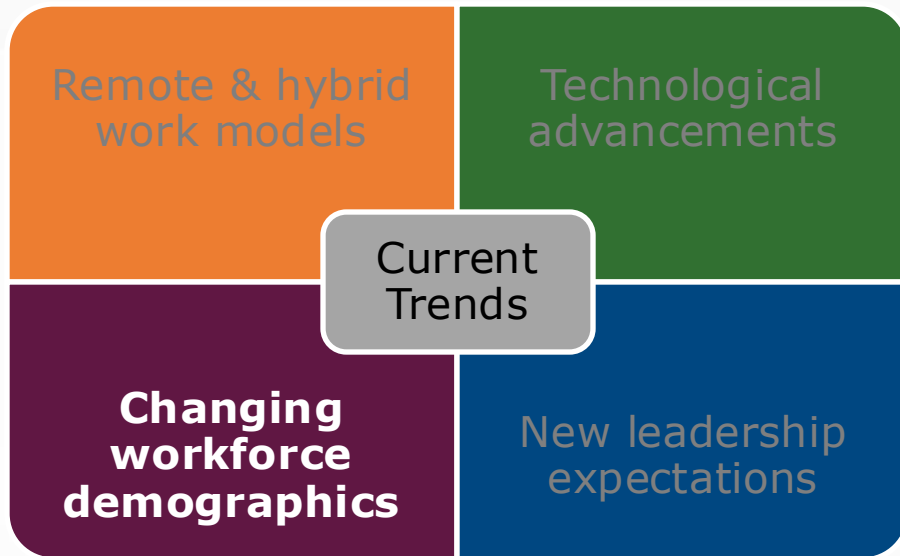
4-day workweek

Psychological & physical safety



Artificial Intelligence

People impact of GenAI experimentation



- Shift to skills over education
- Psychological & physical safety
- DEI integration into "the work"



Human-centered leadership

Essential need for conflict resolution skills

Management of atypical career professionals



■ THE FUTURE OF WORK: IN CONTEXT

Change Adapting and innovating while staying aligned to mission

Results Effectively addressing social challenges

Impact Creating positive social impact in a rapidly changing world



■ THE FUTURE OF WORK: WHAT'S OUR WHY

1. The speed of change
2. Mission effectiveness
3. Attracting & retaining talent
4. Equity, inclusion & belonging
5. Organizational resilience



■ THE FUTURE OF WORK

On a scale from 1 to 5, how effectively prepared is your organization for the future of work?



■ THE FUTURE OF WORK

Group Discussion:

How will your organization's current preparation or lack of preparation impact your organization's future success?
What role do you play in helping your organization get prepared?



Q&A

THANK YOU & CONTACT US

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