SO YOU WANT TO BE AN EXECUTIVE DIRECTOR

MCN ANNUAL CONFERENCE

Presented By: Strategic Consulting & Coaching, LLC & HOPE 4 YOUTH
GOALS FOR THIS SESSION

01 Increase knowledge about essential skills needed to become an Executive Director

02 Increase awareness about critical leadership skills and traits needed to succeed

03 Increase knowledge about ways to prepare and develop skills for top executive position

04 Hear lessons from the field
OPENING QUESTIONS

01 Show of hands: Who is in the room?
02 What would you like to take away from the session?
03 What intrigues you the most about being an Executive Director?
04 What, if anything frightens you about Executive leadership?
KEY QUESTIONS

01 How would you describe your leadership attributes?

02 How do you best communicate your passion and vision for the organization?

03 Do you have the necessary financial savvy, communication and administrative skills?

04 What leadership and fundraising skills do you bring to a position?

05 Do you have strong self-awareness of your gifts and strengths? How do your gifts present themselves in the community?
SELF-AWARENESS
KNOW THYSELF!

- Self-awareness is a life long journey
- Continually seek feedback and perception data from a variety of different people
- Be open to constructive and difficult to hear feedback
- Continually examine your own behaviors and attitudes. What do you do well? What gets in the way of your best work?
- Never stop learning

We don’t see things as they are. We see things as we are.

Anais Nin
Organizational life cycles present unique leadership needs and skills in each phase of the life cycle.
Can you communicate mission and impact in both writing as well as verbally?

Share success stories. Storytelling is a powerful strategy.

Captivate and excite supporters about the impact your organization is having on the lives of others.
• Once you’ve learned to be an excellent storyteller, pivot and build your advocacy skills for participants and the community
• Use your ability to be a captivating storyteller to engage the board, staff, volunteers, and the community in your organization’s cause
What is the ROI on donor’s investment

Your funding partners, younger and savvy donors will ask to articulate your impact in the community

Outcome based evaluation data is critical to quantify and qualify your response

How do you know your organization makes a difference in the lives of the people you serve?
FINANCIAL MANAGEMENT SKILLS NEEDED

• Ability to read and interpret Financial Statements & Balance Sheets
• Create budget projections and make difficult adjustments if necessary
• Resources are limited. Make the most of every dollar, starting with where they come from and where they are expended.
What are the essential interpersonal skills and relationships needed to create a strong team?

Learn to identify potential and develop talent within the organization
RELATIONSHIP WITH THE BOARD

• Relationship with Board Chair is the most important.
• Engaging board members
• Using board committees successfully.
• Managing Up
GREAT EXECUTIVE DIRECTOR ATTRIBUTES

• Authenticity
• Trust
• Conviction
• Joy
• Humor
• Fearlessness
TIPS FROM EXECUTIVE DIRECTORS

• Pay attention to the future
• Learn from successful leaders
• Build a network people who support you
• Understand the community you are serving
• Practice servant leadership
• Lead and manage teams
• Know what your strengths and weaknesses
FIRST 30 DAYS!
Let’s keep in touch

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