



## STRENGTHEN YOUR NONPROFIT CULTURE (SYNC)

### PURPOSE

The purpose of this training is to help your organization strengthen its internal culture by identifying and agreeing on top shared values and determining actions to become more cohesive and, thereby, more effective in achieving your mission.

### APPROACH

A qualified consultant will work with your organization to conduct this training and provide follow-up assistance.

**Pre-Work:** The Executive Director and the Board Chair will discuss organizational issues with the consultant including reviewing the results of the iCCAT assessment. Organizational leaders will determine if the session will be a board, staff or a board/staff session. In advance of the work session, all board and staff will take **SYNERGY**, an online instrument to gain insight on the top current organizational values. **SYNERGY** will be adapted to include the organization's espoused values.

**Work Session:** On-site at your organization; 3.5 hours total.

This interactive session will include:

- Reviewing the components of organizational culture
- Identifying participants' values that are important to them in the work setting
- Discussing the results of **SYNERGY**
- Identifying the values required to strengthen the organization's culture
- Developing and prioritizing actions to help align the organization's culture
- Identifying "champions" of those actions

### Report

After completion of this training, the organization will receive a written report summarizing the process and listing agreed upon actions for next steps to strengthen the organization's culture. The report will include:

- Synergy report on organizational values
- Prioritized action steps to strengthen organizational values
- Organizational champions to lead the actions

### Follow-up Assistance

Champions identified on the day of the training may engage with the consultant in follow-up assistance over the subsequent three months. Additionally, the organization will have the opportunity to re-take **SYNERGY** as an organization in six months at a nominal cost.

**Confidentiality** – The process and report are confidential to the organization, consultant and Pathways staff.

## **REQUIREMENTS**

- The organization must be located in and serving one or more of the 18 western NC counties.
- Organization must meet Pathways “Intermediate” criteria, including prior completion and submission of the on-line Assessment. (This information is included in the On-Site Training Application, which must also be completed and submitted.)
- At least 80% of the Board members must commit to attending the training session and complete an evaluation form.
- There is no cost for this training through January 1, 2012(during the pilot phase).