

HOW DO I PREPARE MY ORGANIZATION FOR FOR WHAT COMES NEXT?

What are the 1-2 most critical issues facing my organization over the next 18-24 months?



What obstacles are preventing me from addressing the issue(s)?

- I don't know how to do it
- No time; I keep meaning to work on it
- Need to coordinate with others
- Need more people/more money



What resources could help me?	Potential solutions	Total cost
Learn new ideas, proven solutions	<ul style="list-style-type: none"> • Attend class/exec ed program? Top-notch one-time leadership development programs: \$10,000 for 1-week program; \$2,500-4,000 for online • Hire consultant: \$5,000-\$30,000 	\$22,500-85,000
Executive coach for support, hold me accountable	\$15,000 for 6-month contract, \$45,000 for 18 months	
Find peers with experience/expertise	Research resources online, scour journals, connect with colleagues, attend class/program to meet new experts	



<p>NeighborWorks Achieving Excellence Program – all of that and more, for less</p> <ul style="list-style-type: none"> • Intensely focused, guided work on the issue that is most critical to the success of my organization AND <ul style="list-style-type: none"> • 3 week-long executive education sessions from top-notch one-time leadership development programs AND • 18 months of one-on-one executive coaching AND • 1.5 years with peer group of 9 other seasoned executives AND • Full cohort of 50 nonprofit leaders with diverse skills, experience and expertise 	\$7,800-\$16,600
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<https://www.neighborworks.org/Training-Services/Nonprofit-Leadership/Executive-Leadership>

HOW CAN I PARTICIPATE IN THE NEIGHBORWORKS ACHIEVING EXCELLENCE PROGRAM?

I don't have time for this



This program is not *in addition* to your work – it actually is the work that directly addresses your challenge. You will be working on the MOST IMPORTANT issue facing your organization, as defined by you and your organization.
Can you afford to not focus on it or leave it to chance?

Comments from AE graduates:

"My experiences at the program spurred me to undertake [needed changes] faster and more aggressively."

I can't afford something like this



Though each participant pays \$7,800 - \$16,600, that is only approximately 18-38% of the actual costs. The full cost is \$42,000 per person – the difference is subsidized by NeighborWorks America and partners.

Comments from AE graduates:

"The benefit our organization will get from AE is worth exponentially more than the cost. For example, my performance challenge will make a \$750,000 per year difference in the funds we have available to make our affordable housing mission a reality. That's a pretty good return on investment. But it took the AE Program to make it possible."

"The numbers [alone] do not tell the story, as the funding marketplace changed drastically...we managed to serve the same number of families with fewer resources – by honing our focus, restructuring programs, realigning staff, etc."

What would I need to do to participate?



Go to **www.neighborworks.org/ae**

Complete the application, including essays about most important challenges facing you

Get commitment from your board (if you are CEO/ED) or from CEO/supervisor and have board/CEO/supervisor write co-commitment letter

From staff member of AE graduates

"There is greater motivation: staff and board feel more importance, more significance in what they do. They take pride in accomplishing something measurable. Staff has become more efficient. ...The staff and the board have really stretched more than they were doing before."

From board member of AE graduates

"AE helped [the CEO] decide what needs to be done in terms of additional staff – the right kind of bodies to do particular things – he's added structure where there wasn't before."

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