



Every organization that operates under a board of directors needs a strong foundation of board members. In turn those board members need to have a strong foundation, understanding and awareness in the laws and regulations relating to topics such as: fundraising, financial accountability, human resources, political advocacy and many more.

Organizations with board of directors have proven essential to the vitality of communities. People from all walks of life and business join boards that match their personal goals and visions.

Ask this question: Have you built a culture that allows for growth and development on a deeper level which in turn grows the organizations mission and vision? Have you or do you provide ongoing training and development to your board members and prospective board members?

PACC Consulting equips you and your teams or board members with the skills and tools you need to create outstanding leaders throughout your organization or community.

Everyone brings their own personality and experience to a board. Imagine how much more effect the board and organization could be if you had a deeper understanding of others on the board. If you understood self-awareness, others-awareness and intentionality when trying to advance the mission and vision of that group.

INTRODUCTION

PURPOSE

To help others cultivate a deeper insight in their own personality and identity, which affects their personal and professional relationships.

- Expertise in the Situational Identity Model
- Expertise in Board Development Training
- Knowledge, skill and passion to help good people become better

GOAL

To deliver more effective, lasting, and profound impact in:

- Non-Profit Principles and Practices
- Diversity, Equity, and Inclusion on the Board
- Board Recruitment
- Personal and Professional Development

AIM

Provide outstanding insight into not only keeping your board engaged, but to deliver focused ongoing training to help your organization run more effectively through the different personality profiles.

WHAT (1 assessment/7 reports)

Leadership is the ability to organize people and to advance a common vision. Leaders must possess the skill set to manage individuals with diverse needs and talents, empowering those individuals to achieve and exceed expectations. (Job Fit, Conversation Guide, System Strengths, Facilitator, Personal Effectiveness, Match and Conflict Energies guides/reports)

HOW

With a series of learning assessment tools designed to understand: Self-Awareness, Others Awareness and Intentionality to its highest level, I will give you an insight into understanding your personality and leadership style to meet the needs of those you are leading.

PROCESS

Everyone and every business faces moments of truth. We talk about, look at, assess, and implement steps to ensure a deeper understanding of how those can impact your business.

DESIRED OBJECTIVES

I help build better trust, improve engagement and recruitment and increase the positives of your board and organizations culture by providing a customized approach to a range of issues including:

- Principles of Nonprofit Excellence
- Personal and Cultural Effectiveness
- Project Coordination
- Resolving conflict

11 Categories and 36 topics

First we have each member of your team complete the assessment. We gather the information and share that with your team and give them time to review and understand the results. We can also set up 1 on 1's with each member and explain what they mean before we conduct the training if that is something you wish. This improves your team's self-awareness.

Second we discuss the different areas of the assessment and what they mean, then share each member's assessment so that everyone has a better understanding of others-awareness.

Then we dive into how you can use these skills as an organization to help build on the organizational goals and objectives you have set.

We can pick 1-5 topics out of this list and cover them with the board and staff after the assessment section so they can be more aware of how they react in each moment and how it will impact these topics. We cover each of these briefly, but dive into those you picked in more detail.

1. Governance
2. Transparency and Accountability
3. Financial Management
4. Fundraising
5. Evaluation
6. Planning-Mission, vision and values, components of planning-Strategic plans, Operational/Annual Plan and Contingency Plans.
7. Civic Engagement
8. Strategic Alliances
9. Human Resources
10. Volunteer Management-Engagement, recruiting, supervision
11. Leadership and Organizational Culture

I accomplish the objectives set by you by:

- Giving you the tools on how to adapt your leadership style to suit the situation.
- Setting goals for the future and raising your awareness of the areas that you may need to develop.
- All trainings, Keynote Speaking or breakout sessions customized to fit your goals and expectations.

Understanding personality at a deeper level.

The Profile is a powerful tool for understanding an individual. With the Profile, you have unprecedented power to sharpen your insights, improve your predictions, and equip yourself and staff for lasting effectiveness.

This one 20-minute assessment generates 7 different reports validated for use across multiple situations.

Contact:

Leigh Shebeck

Phone: 218-346-9841

Email: director@perhamareacommunitycenter.net