



EXECUTIVE PERFORMANCE ENHANCEMENT & REVIEW

Peer Mentoring & Support

Helping Nonprofit Executives in Charitable Organizations and Professional and Trade Associations To Achieve Their Professional Goals and Advance the Missions of their Important Causes

**A Signature Program of
The Third Sector Company, Inc.**

Never, in the history of nonprofit organizations, has the challenge of leadership been a more important topic. Even the most seasoned professionals are encountering situations in their communities and amongst their members that are challenging traditional methods of problem-solving, board and staff interdependence, and organizational development.

The mission of Third Sector Company is “to foster a continuity of leadership for the nonprofit sectors of the United States and Canada.” The Executive Performance Enhancement and Review Program was developed as a demonstration of that commitment to our peers. As experienced nonprofit leaders, ourselves, we developed a comprehensive approach that we would have wanted when we each needed it most in our own careers.

Leading a nonprofit organization, whether a charitable cause or a member-based association, requires a slightly different set of skills, performance measurements, and job planning than is found in other sectors. Managing multiple sources of restricted revenue, overseeing an infrastructure of paid and unpaid human resources, supporting diverse governing board models, and staying on top of technological advances that could increase effectiveness and efficiencies are but four examples, among many others, of the complexities of nonprofit leadership today.

Never has the nonprofit sector experienced the rates of executive turnover and transition as it is today. This fact is leaving many organizations and professionals considering their futures with fewer leadership options. The Executive Performance Enhancement and Review Program was created specifically to lower avoidable attrition, promote executive job success, and re-engage professionals with their careers.

The Executive Performance Enhancement and Review Program

Since 2002, the professionals at Third Sector Company have been perfecting their services to be of significant benefit to nonprofit executives and their boards. Customers may choose from a suite of support services that most closely fit with their leadership development needs. The suite includes:

- **EXECUTIVE PERFORMANCE PLANNING** is a methodical process to result in a set of measurable goals that form the basis of an objective executive performance monitoring and review program. Depending on where an organization may be in its overall goal-setting for the entire organization, components of Executive Performance Planning could include an organizational assessment, facilitated goal-setting meetings, or one-on-one goal development. A more comprehensive executive performance planning process would include similar goal-setting processes for each of the direct reports to the executive to assure a goal-driven leadership team is in place for the organization.
- **EXECUTIVE PERFORMANCE ENHANCEMENT** is characterized by one-on-one peer mentoring sessions that help executives embrace their performance goals and discover ways to monitor, report and achieve those goals. A commitment to Executive Performance Enhancement is usually best demonstrated by a minimum six-month commitment to meeting with and working with an experienced peer for a minimum of six months, twice monthly.
- **EXECUTIVE PERFORMANCE REVIEW** affords a nonprofit organization an independent third-party review process for its executive with the confidence that the review is being coordinated by experienced nonprofit leaders who have been through many review processes themselves that have shaped their own careers.

Executive Performance Enhancement Is an Organizational Capacity-Building Opportunity

The term, "capacity-building," is a term used often in nonprofit circles. It is a word, however, that shouldn't be taken lightly. A true capacity-builder creates pathways for permanent enhancements to an organization's ability to pursue and advance its mission, while creating a new culture that can be sustained for accomplishing its mission in effective and efficient ways.

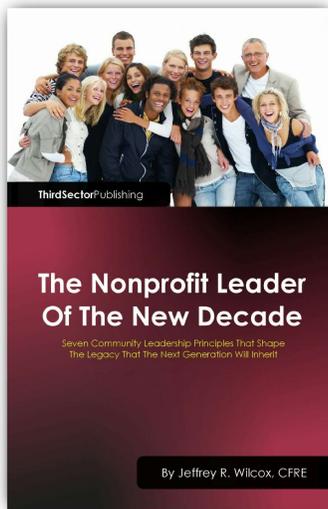
Executive Performance Enhancement and Review changes an organization's culture by:

- Creating an example of performance goal-setting that should be used throughout the entire organization;
- Allowing people to see their work in relationship to the executive in achieving a set of organizational goals with stated roles and responsibilities;
- Forging accountability and objectivity as fundamental for diverse people to work together in varying capacities to advance a common mission;
- Discussing the importance of contingent succession planning should an unexpected vacancy occur at any time in a leadership position;
- Encouraging increased ownership in the long-term strategic plan of the organization with greater clarity about specific roles and responsibilities;
- Forcing the organization to look at its compensation policies and recognition practices as vital to executive incentive and retention, while mindful of the current position of the organization in its compensation versus the market; and
- Supporting a board of directors to fully assume its obligation as a good employer.

Our Experience Has Shown That

A nonprofit executive excels when he or she is allowed to thrive in an accountable culture that is focused on achieving outcomes, the organizational picture of success has been defined, and the roles and responsibilities of the board, the executive, and the leadership team are clear.

The Third Sector Company Engagement & Costs



There are many choices available for providing professional development support to a nonprofit executive. The Executive Performance Enhancement and Review Program at Third Sector Company offers its clients several options to achieve a defined result. A free consultation for building a program of service is the starting place.

The fees charged are based on an hourly rate in the range of \$185 to \$225 depending on depth of need and expertise required. An executive performance review process generally costs between \$4,800 and \$5,400 including goal review, evaluation instrument design, interviewing, and online evaluation administration analysis, and report.

Peer Mentoring programs are recommended to be at least six months in duration with two 90-minute discussions per month plus other support such as e-mail and telephone support and observing or participating in meetings.

Meeting facilitation and goal-setting discussions are based on half- and full-day sessions beginning at \$2,500.

Third Sector Company is one of the few organizations that guarantees a nonprofit executive that our consultants and mentors have occupied the leadership positions themselves as a prerequisite for offering their expertise.



Third Sector Company is the specialist in on-demand nonprofit leadership, succession planning, executive retention, and leadership development programs to promote leadership continuity to the nonprofit sectors including charitable organizations and Professional and Trade Associations in Southern California, Sacramento, Seattle, and Vancouver.

To Learn More:

Visit Third Sector Company online at www.ThirdSectorCompany.com, email us at conciierge@ThirdSectorCompany.com

Or visit with one of our senior strategists on the front lines of our five divisions:

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