

Is Staff Turnover Holding You Back?

Building High-Performing Development Teams in Human Services Organizations

National Webinar

January 27, 2016

Campbell & Company

Advancement Planning • Fundraising • Communications • Executive Search

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Today's Presenters

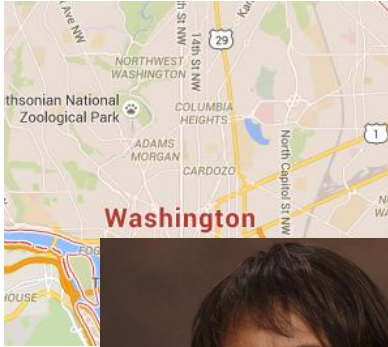


Marian Alexander DeBerry
Director, Executive Search
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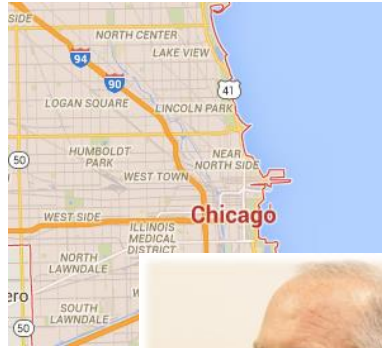


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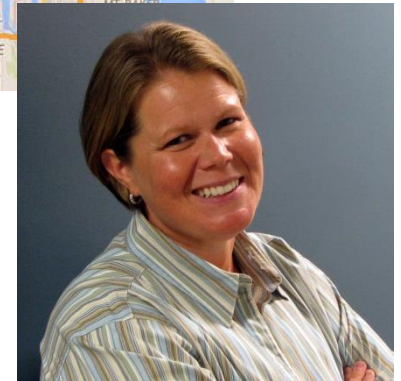
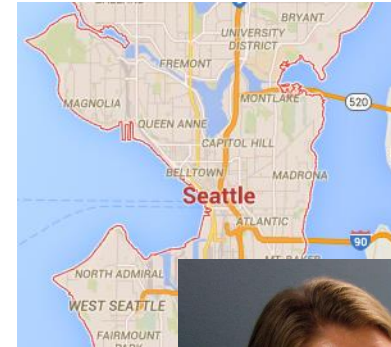
Today's Panelists



Val Broadie
Vice President for Development
Planned Parenthood of
Metropolitan Washington



Tom LeClair
Vice President of Development
Easter Seals Metropolitan Chicago



Michelle McDaniel
Chief Development Officer
FareStart

Topics for today

What makes high-performing
development teams?

How can you attract, cultivate and
retain high-performers?

Preparing for CDO succession and
transition

Survey (results in process)

Question?



Don't forget to send us your questions by using the question pane on your control panel.

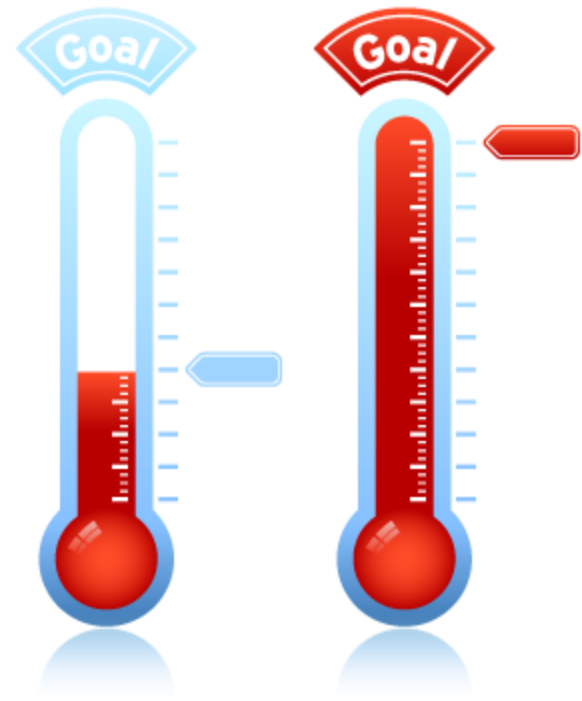
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The link between high performing teams and successful fundraising



The link between high-performing teams and successful fundraising

What difference in fundraising results can you expect with a high-performing team?



What makes a high-performing development team?



What makes a high-performing development team?



1



2



3



4

Attracting high-performers



Attracting high performers



Mission of organization



Salary and benefits – doing more with less



Inspirational leadership



Reputation of organization

Keys to cultivating development staff



Keys to cultivating development staff



Effective onboarding - making people feel immediately integrated?



What programs are in place for professional development?



Making staff feel valued



What role does culture play?



Setting realistic goals and making impact

*Experiencing development staff
turnover?*



Experiencing development staff turnover?



Why are we losing our development staff and struggling to replace them?



What are the true costs of turnover?



The war for talent in finding good people to fill their shoes

Preparing for staff succession and transition



Preparing for staff succession and transition



When is a healthy time for CDO/staff succession?



What strategies should be in place?

Questions?

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Next Up!

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**Fundraising Communications 3: Engaging Volunteers
with Your Case**

Wednesday, February 10, 2016 at 12:00 p.m. CT

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