



IT (and more) Leadership

Sam Chenkin (they/them)

In a group of 4 or less...

- Names, pronouns
- Role in your organization
- What power does this role give you to make change?
- What responsibilities does that give you to create a good working environment and good outcomes for your community?

most
resources

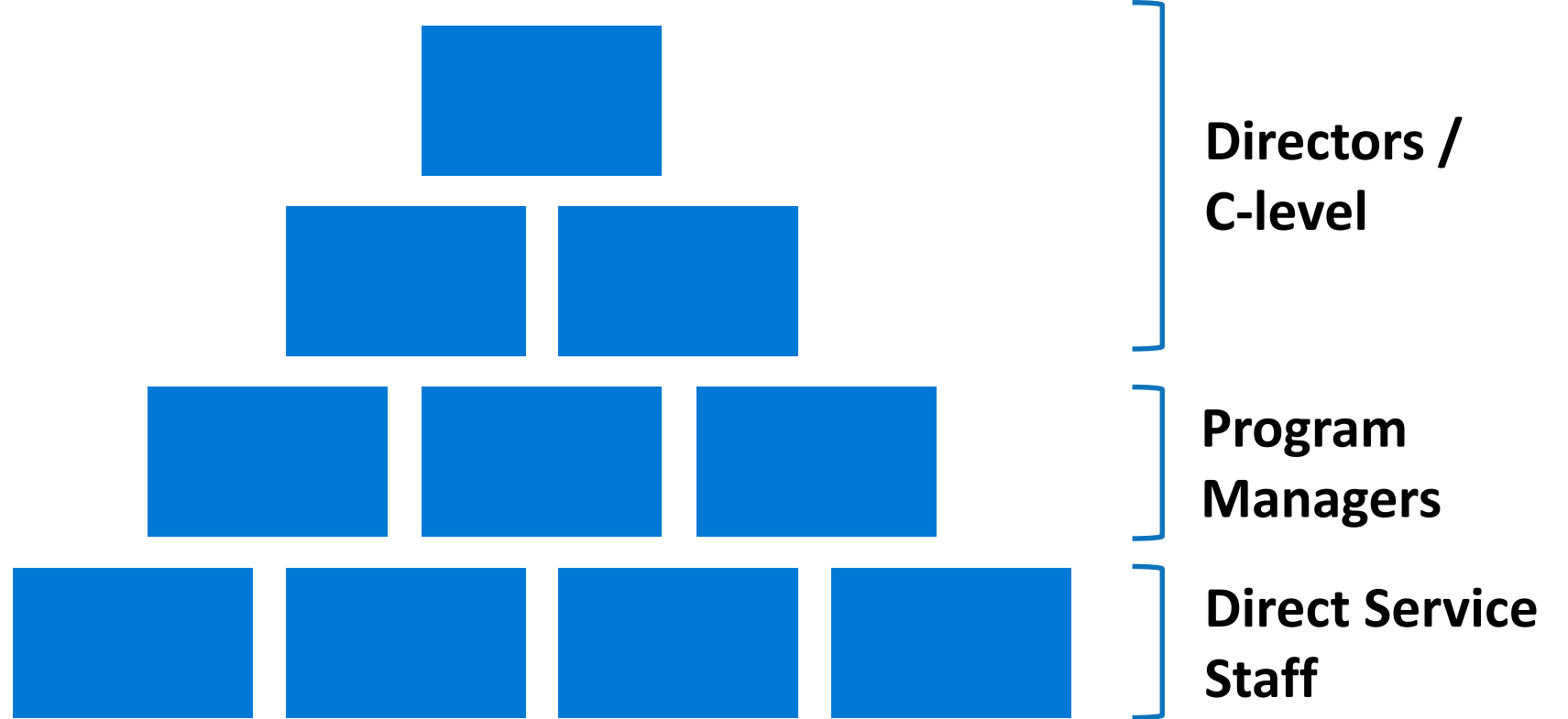


fewest
resources

furthest from
the need



closest to
the need



**Directors /
C-level**

**Program
Managers**

**Direct Service
Staff**

**Directors /
C-level**

- Make policy and budgeting decisions
- Control the official messaging to staff and constituents
- Fire people

**Program
Managers**

- Communicate with both the top and direct service staff and control the flow of information
- Decide how decisions from top are operationalized

**Direct Service
Staff**

- Silently or vocally refuse to follow policy
- Decide how work is actually done
- Control the actual messaging to constituents

most
resources

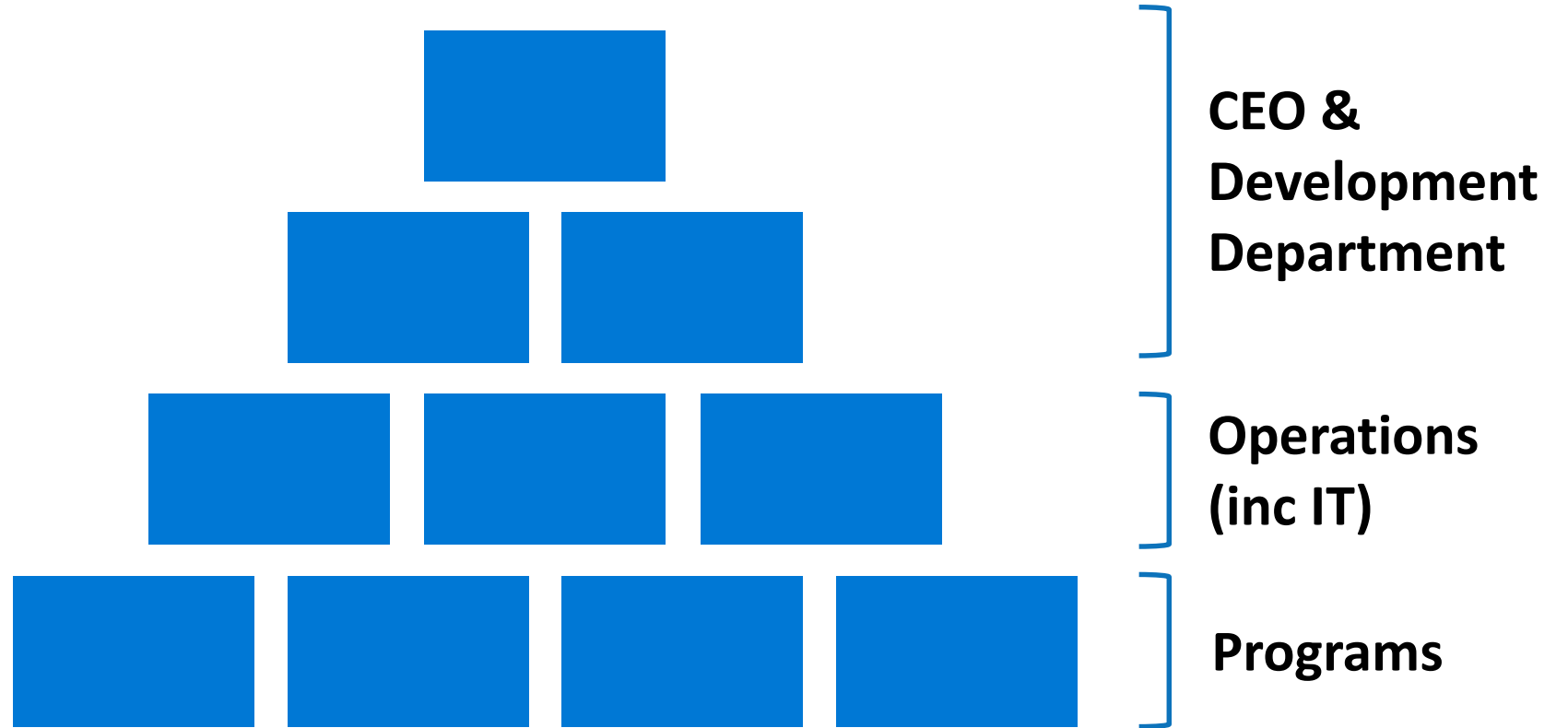


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**CEO &
Development
Department**

**Operations
(inc IT)**

Programs

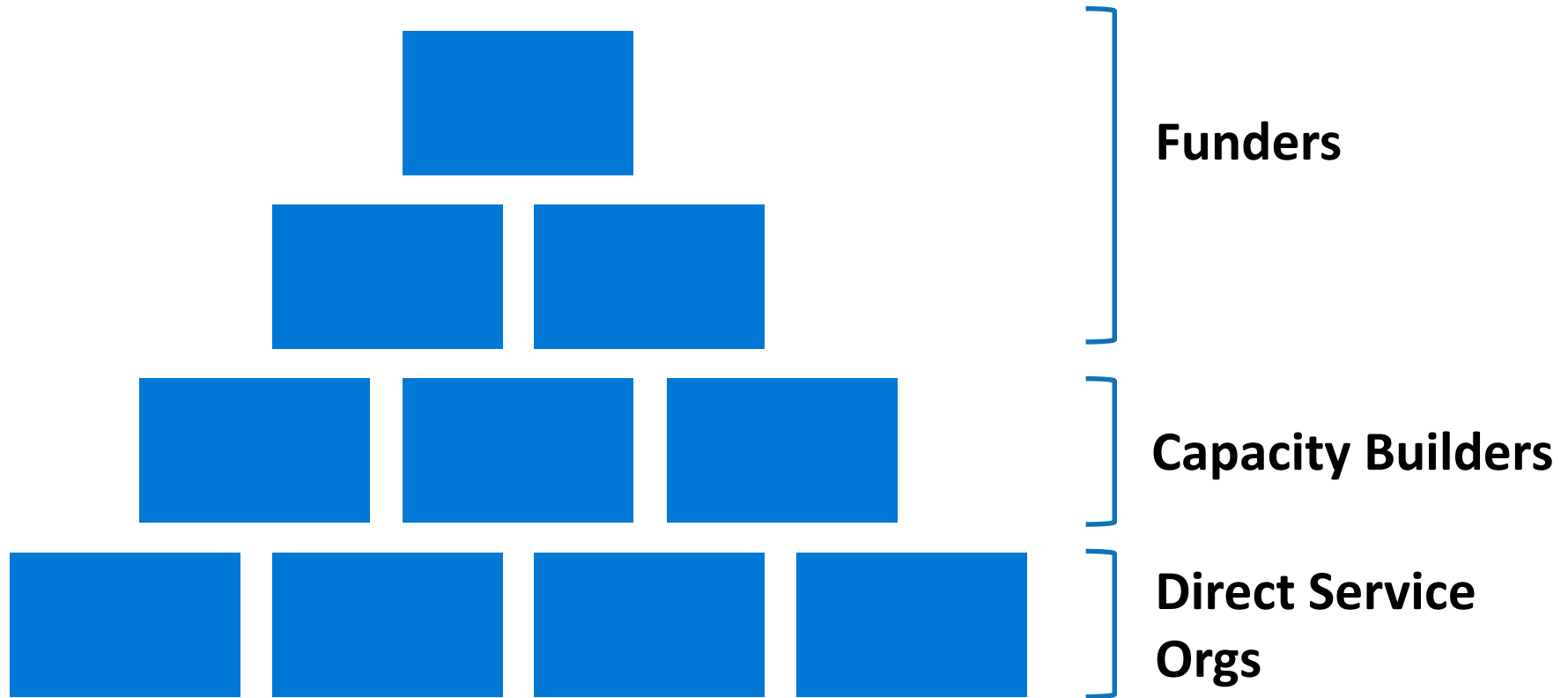
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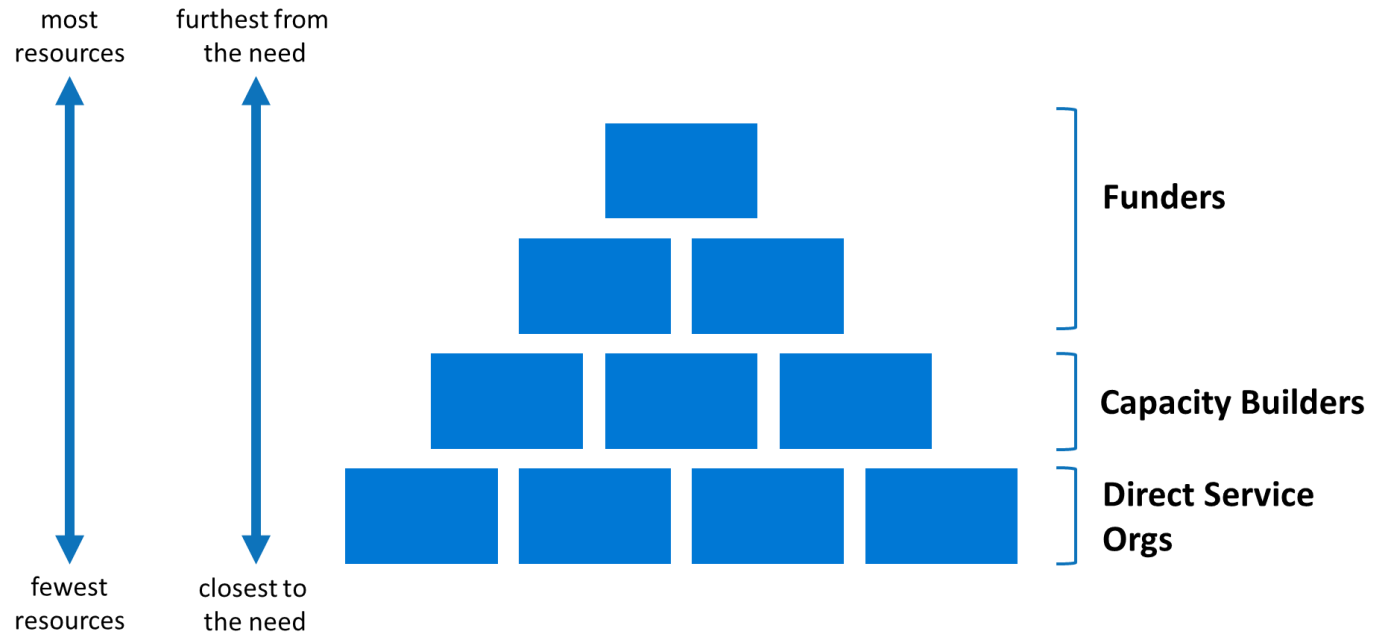
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Funders

Capacity Builders

Direct Service Orgs



In your group...

- Where in this hierarchy does your organization live?
- What is your power or influence in the power structure
- What responsibility does your organization hold in that relationship to push for good working conditions and positive community impact.

most
resources

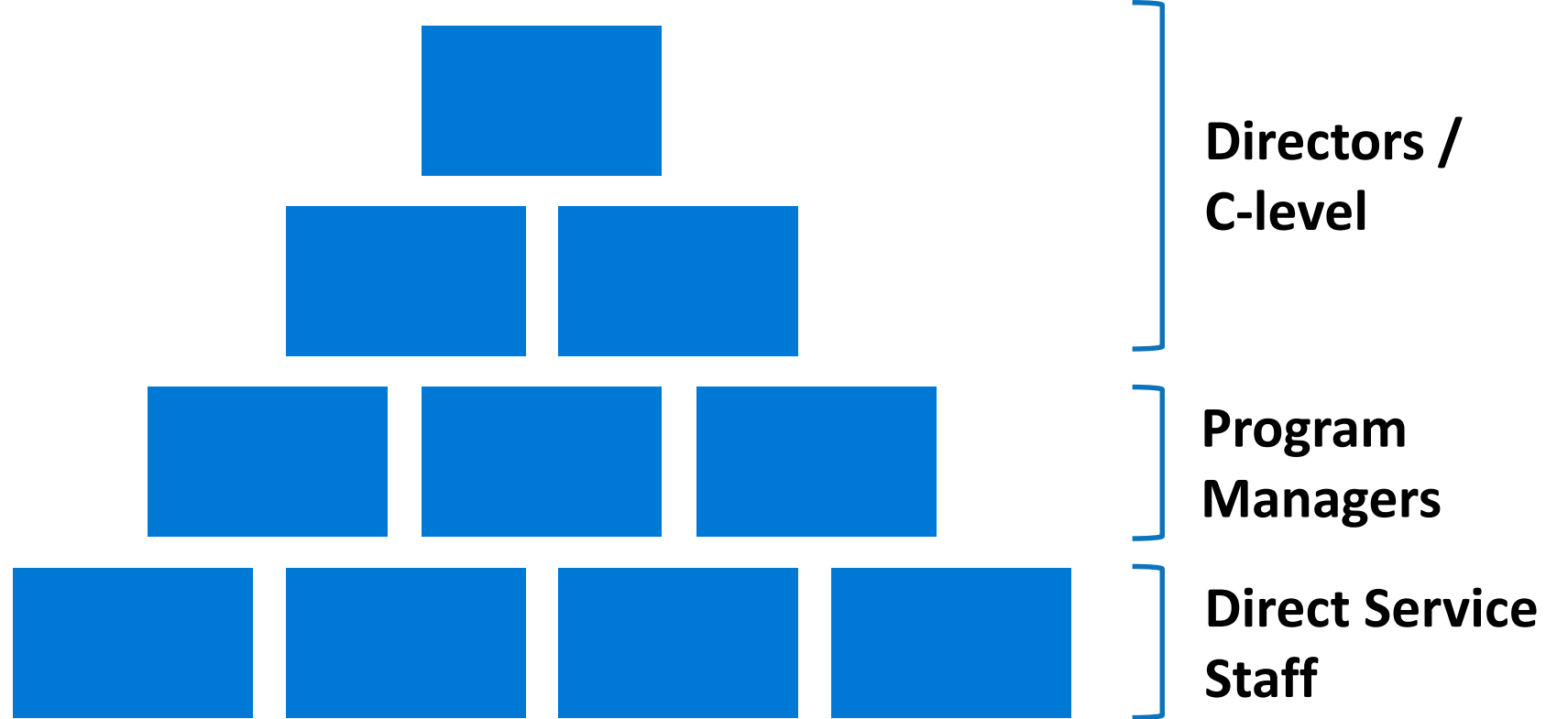


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**Directors /
C-level**

**Program
Managers**

**Direct Service
Staff**

In your group...

- What ways of making change are uniquely available or unavailable to you because of your seniority, personality, age, race, class, gender, ability, sexual orientation, etc
- What responsibility does that give you to create a healthy working environment and positive community outcomes

My Takeaways

- Hierarchies are here to stay in the nonprofit world. Let's acknowledge that reality, grow their strengths, and address their weaknesses
- All parts of the hierarchy have power and responsibility, but different places in that structure have different methods of change available.
- We must consider not only where *we* are in the hierarchy but also where *our department and organization* is
- Our personal experiences of race, class, gender, ability, etc impact what places in the hierarchy are available to us and can build or suppress our power within those positions. We may have varying responsibilities as a result.