

Executive Leadership

Where are you on the leadership spectrum

Gina M. Fromer, MS
Regional Vice President
YMCA of the East Bay

Faith Leader & Coordinator
Our Lady of Lourdes Church
Bayview Hunters Point Community

The Leadership Spectrum

Where do you begin - “The Organizational Being” - determines your role

“Builder”

Internally Focused

- More engaged in staffing up/down
- Community engagement
- Board design/redesign
- Budget development/reviews
- Content management
- Expansion/Growth and/or Quality/Impact
- Fundraising to meet Org'l needs
- Facilities

“Transitioner”

Internal/External

- Stewardship and Engagement
- Growth/Expansion and/or Quality and Impact
- Staff Development
- Implementation
- Fundraising and Relationship Development
- Fundraising/Philanthropy
- Board Engagement and Commitment

“Stabilizer”

Externally Focused

- Board Development, Cultivation, and Stewardship
- Community Development and Engagement
- Fund Development: Culture of Philanthropy
- Relationships/Partnerships
- Quality and Impact
- Growth and Expansion

Leadership Success

One: Listening Tour - Clarity

To the Community (What are people saying?)

To the Trends (Data and Research)

To your Stakeholders

To your Partners

To your Investors

To your Board

Leadership Success

Two: Mission/Vision - Clarity

What is “the Why?”

What’s your vision for the organization?

Is it in alignment with board’s vision and direction?

Is a Strategic Plan needed?

Re-ignite mission and talk about your vision

Get others excited

Leadership Success

Three: “The Ask”

- Never be afraid to ask for what you believe in
- What stands to move the mission of the organization?
- Bring a level of confidence to the “ask”
- Create an organization-wide culture of philanthropy
- Be a passionate advocate
- Build alliances and committed volunteer networks
- Know your budget inside and out - available resources

Leadership Success

Four: Build an excellent - and committed - team

Diverse

Smart

Passionate

Invest in your team (“askers,” ambassadors, advocates)

Develop your team

Own the vision and mission

Be flexible - emotional intelligence - let it shine!

Leadership Success

Five: High-level, Committed Board

Don't be afraid to change the composition of your board

Strategic direction and alignment

100% board giving

Clear roles and responsibilities, understanding of bylaws

AAA Board (Askers, Ambassadors, Advocates)

Have fun!

5 Core Disciplines of a World Class Leader

Marvin Arnsdorff

Posted in Leadership, Strengths, Culture, Engagement, Future

- Build and maintain a strong leadership team
- Inspire stakeholders with organizational vision
- Make the right investments
- An unwavering focus on strengths and talents
- Remove obstacles to implement the vision

Questions to Ask Yourself (self awareness)

What is “Burnout?”

How do you know?

What does it feel like?

What can you do?

What have you done?

Is it time?

Reinvigoration?

Change of Pace?

Leadership/Managers

Which are you?

What’s the difference?

How do you know?

What is a leader?

What is a manager?

Feeling stuck

What happening around you?

How heavily do concerns weigh on you?

Is board/staffing part of this?

Which part of the spectrum has you feeling stuck?

Do you need a mentor/coach?

What does success feel like?

