Our Leadership Philosophy

We believe in courageous, adaptive leadership and have developed unique programs and services specifically for leaders in the not-for-profit sector.

From our vantage point, leaders...

Develop and inspire an organizational culture that upholds the vision, mission and values

Leaders facilitate a shared identity and collective sense of mission that enriches the whole and charges each individual with a purpose beyond their own interests.

Inspire others through talent development and commitment to excellence

Leaders foster accountability and excellence in others through self-awareness, active listening, and by recognizing and developing the talent in the team, the board, salaried employees and knowledge philanthropists. They foster a commitment to excellence and results in the team, regardless of role.

Commit to growth, innovation and execution

Leaders positively lead change and transition in organizations, demonstrating initiative and risk-taking by looking for new and innovative ways to move projects forward, to engage others and to execute on new ideas. They ensure everyone on the team understands how they contribute to the success of the organization.

Believe in learning

Leaders develop a culture of appreciative inquiry, where everyone is a learner and everyone is a teacher with the understanding that stretching yourself and potentially making mistakes is encouraged because it leads to learning. They demonstrate an openness to new ways of thinking, operating, and leading.

Value respect and trust

Leaders create an environment of respect and trust by recognizing the value of uniqueness in the midst of diversity. They believe that work is enriched by those who bring different perspectives and insights.