Welcome!

Meet 1-2 people you don’t know and, after introductions, discuss:

What are some of the *top* reasons your employees want to work at your organization?

Join us on twitter at #SobratoTalent
Thriving Nonprofit Sector Speaker Series

Growing our Impact:
Nurturing and developing great talent in our nonprofits

May 17, 2016
Join the Conversation
Have your cell phone ready to answer our poll questions throughout the presentation.

Text **SOBRATO** to **22333** to join the conversation. You will receive text confirmation that you’ve joined the session and can then respond to multiple polling questions.

You may also reply via web at PollEv.com/sobrato

Join us on twitter at #SobratoTalent
What is your role in your organization?

- A: Exec Dir/Part of Exec team (50%)
- B: Other staff member of organization (40%)
- C: Board member (10%)

Respond at PollEv.com/sobrato or text SOBRATO to 22333 once to join, then A, B, or C
How would you rate your organization's current capacity in terms of level of skills, resources, and knowledge necessary to recruit, hire, support, and retain excellent staff?

- **High** (A): 18%
- **Medium** (B): 54%
- **Low** (C): 28%

[Respond at PollEv.com/sobrato] [Text SOBRATO to 22333 once to join, then A, B, or C]
What initial questions do you have about developing talent in your organizations?

Respond at PollEv.com/sobrato  Text SOBRATO to 22333 once to join, then text your message...
CORE TARGET POPULATION:
Youth ages 15-18 in the juvenile justice system or at great risk for system involvement

PROGRAMS OFFERED:
- Legal Education
- Leadership Training
- One-on-One Mentoring

NUMBER:
Nearly 1,000 youth in Santa Clara, San Mateo, and Alameda Counties, with 200 receiving intensive 1:1 case management or mentoring services

MISSION
FLY’s mission is to prevent juvenile crime and incarceration through legal education, leadership training, and one-on-one mentoring.

At FLY we believe ALL our children deserve a chance to become more than their past mistakes.
FLY’s Journey

1998
FLY Founded

1998
Staff: 1
$32,500

2003
Staff: 6
$500K

Started Individual Donor Fundraising

2006
Staff: 12
$1 M

Free Office Space at Sobrato Center

ED Sabbatical

2007
Deputy Director & 1st Strategic Plan

2010
Staff: 25
$2 M

2012
Staff: 39
$3.6 M

Created Directors Team (including DOT)

2013
Created a 3-Year Talent Plan

2014
Staff: 50
$5 M

2015/2016

Worked with 1st National Funder (Clark Foundation)
FLY TALENT DEVELOPMENT LOGIC MODEL

**INPUTS**
- SELECTION & RECRUITMENT
  - Posting & Referrals
  - Multiple Screenings
  - Work Product & Program/Youth Interaction
  - Background Check

- ONBOARDING & PERFORMANCE MANAGEMENT
  - 90 Day Training Plans
  - FLY Onboarding Modules
  - 90 Day & Annual Performance Reviews
  - Learning Goals

- TEAM BUILDING & BUSINESS PLANNING
  - Leadership Retreat
  - All Staff Retreat
  - Annual Operational Planning
  - Team Days-Away
  - Employee Engagement & Retention Committee

- TRAINING & SKILL-BUILDING
  - Supervisor Institutes
  - Practitioner Trainings
  - Admin Trainings
  - All Staff Trainings
  - Case Manager Forums

**ACTIVITIES**

**OUTPUTS**
- Competencies & Values Match
- Attract Top Talent
- Relationship Cultivation
- Assimilation into FLY Culture
- Ongoing Mutual Feedback
- Professional Development
- Agency Alignment
- Increased Motivation & Engagement
- Team Interdependence
- Increased Competencies
- Strengths-based Leadership
- Knowledge & Mastery

**OUTCOMES**
- Higher Performance
- Greater Retention
- Agency and Individual Growth
**Mission**

Empowering promising young people on their path to college graduation and strong first jobs, which lead to meaningful careers and lives of impact.

**Vision**

*Our next generation of leaders will emerge from everywhere.*

**Theory of Action**

Small, intense, career-focused learning community embedded in large public colleges and led by local professionals. Deep partnerships with local employers to support their talent needs.

**Outcomes:**

1. increased college persistence and graduation rates
2. a record of achievement in key professional competency areas
3. internships + employment within 6 months of graduation
Of 1.2M enrollees, only 1 out of every 4 low-income or first generation college students will attain a favorable post-grad outcome:

- **50%** Will not graduate within six years of enrolling
- **25%** Graduate, but unemployed or underemployed 12 months after graduation
- **25%** Graduate and obtain strong first jobs or go directly to grad school within 12 months of graduation

**National average ratio on campus**: 1 career services staff professional : 2,672 students
Over 1.3 people in Bay Area are too poor to meet their basic needs. Since 2005, Tipping Point has raised more than $100 million to support nearly 600,000 people in need.

We provide unrestricted funding and expertise to select nonprofits scaling to meet this challenge.
SELECTION PROCESS

1 HOUR
Basic criteria screen

15 HOURS
Preliminary assessment

93 HOURS
Due diligence

5 HOURS
Site visit

= NEW GRANTEE
Does your organization have an established professional development plan for employees?

A. Yes (27%)
B. No (44%)
C. Sort Of (30%)

Respond at PollEv.com/sobrato or text SOBRATO to 22333 once to join, then A, B, or C.
Does your organization have strong management capacity throughout your organization to accomplish your goals?

- Yes: 26%
- No: 26%
- Sort Of: 48%
Do you have access to thought partners and expertise to help you address talent development issues in your organization?

- Yes: 45%
- No: 16%
- Sort Of: 39%

Respond at PollEv.com/sobrato or text SOBRATO to 22333 once to join, then A, B, or C.
Q&A

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To what extent did this session deepen your understanding of talent development in nonprofits?

- **Very much** A
- **Somewhat** B
- **Only slightly** C
- **Not at all** D

Respond at PollEv.com/sobrato  Text SOBRATO to 22333 once to join, then A, B, C, or D

Total Results: 58
Did you learn anything here today that could be implemented into your work, or that could benefit your organization?

- **Definitely** [A]
- **Probably** [B]
- **Possibly** [C]
- **No** [D]

Respond at PollEv.com/sobrato  Text SOBRATO to 22333 once to join, then A, B, C, or D

Total Results: 62
How would you rate this session overall?

Respond at PollEv.com/sobrato  Text SOBRATO to 22333 once to join, then A, B, C, D, or E

Excellent A
Very Good B
Good C
Fair D
Poor E

Total Results: 62
Do you have any overall feedback regarding this session and/or how we can improve future sessions?

- Respond at PollEv.com/sobrato
- Text SOBRATO to 22333 once to join, then text your message

Total Results: 35
Thank you to our co-sponsor!

The **Palo Alto Community Fund** is dedicated to improving the quality of life in our local community by providing monetary grants to new and existing nonprofit organizations serving the communities of Palo Alto, East Palo Alto, and Menlo Park.

They also support the non-profit community through an annual community training and grantee roundtables.
Thank you for joining us!

Presentation deck & video of today’s session will be available within a week

Sobrato.org/Speaker-Series

SFF’s Building Blocks Resource Guide available
Dozens of high-level resources, sortable by Building Block topic and resource type

Sobrato.org/Speaker-Series/Resource-Guide

Stay tuned for information about future sessions!