

Embrace Creative Staffing to Thrive

Concrete people-driven strategies to increase nonprofit organizational capacity

Dr. Julie Murray-Jensen

Introductions

- ◆ My body of work (useful framing)
- ◆ Why I love the topic of creative staffing...
the value of experimentation
- ◆ Today's session focus:

PLAN*

HIRE

DEVELOP

** = focus on new capacity*

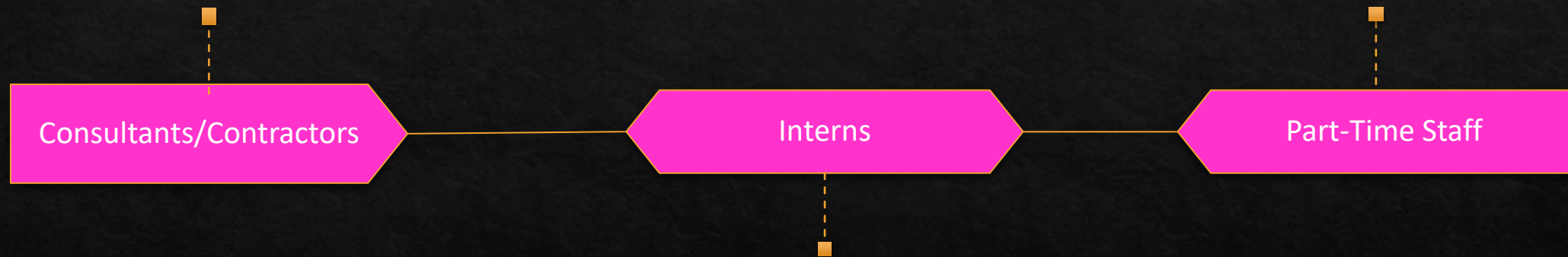
A Word of Wisdom *Before* Employing Capacity Strategies

- ◆ Know you and your team's strengths
- ◆ Identify gaps where you need help (gaps that must be filled or provide great opportunity if filled)
- ◆ Consider the costs and benefits of acceleration
- ◆ Are there parts of your work that can be remote to expand talent pool?

Example: The Foundry/nonprofit hub

Who uses these strategies?
Are there others you utilize?

What questions/comments do
you have regarding capacity
strategies?



Other Foundry Strategies: further investment in staff career growth & development, more elements of self-management, more time on “human moments” vs. just meetings

Other Creative Staffing Buzz Ideas

- ◆ Talent Platforms like – Toptal and Catalant (premium talent) and Upwork, Freelancer, and 99designs (freelance talent) – let us know if you are interested in a NE version of these!
- ◆ New definition of “networking/connecting” – accomplishing in-person work together
- ◆ Rewarding goal attainment v. “time in seat” (remote work opportunity)
- ◆ Very tailored approach – thinking carefully about who you want to attract and finding out what they want

Capacity Reflection & Discussion

- ◆ INDIVIDUALLY: process what you have heard - take time to reflect on creative staffing ideas and/or your questions regarding this
- ◆ SMALL GROUPS: 1) *what stands out to you as possible capacity ideas for your organization?* (round robin);
2) *how can you help each other begin?*

A New Way of Thinking/Doing/Being...

CREATIVE STAFFING SUCCESS =

organizational awareness/assessment + systems-approach + long term view
+ active commitment to experimentation

Being all in means you're fully committed to your goal. You're no longer weighing the pros and cons of your dreams. Instead, you're figuring out how to make them a reality. In an all-in frame of mind, setbacks—however painful and discouraging they may be, particularly in the moment—are reframed as lessons learned.

Questions/Comments/Feedback

◆ Feel free to track me down if I can help you!

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