



## **Case Study: Leadership development for nonprofit executives**

---

### **Project**

An organization that provided training and consulting services to nonprofit organizations received a grant to develop a leadership development course for Executive Directors of nonprofit organizations. The sponsoring organization hoped to create a program that was effective and easy to administer so it could eventually be adopted by similar organizations around the country. We were selected to design the course.

### **Actions**

1. Formed a project steering committee that included the client's Executive Director and the instructor who would facilitate the pilot program. This committee oversaw the project and helped ensure all stakeholder needs were met.
2. Analyzed the needs of all stakeholders, including program participants, the organization sponsoring the course, the facilitator, and the foundation providing the grant to create an effective training design.
3. Developed a standalone training program that included all the materials necessary to implement it and transfer it to other organizations.
  - Administrator guides
  - Facilitator guides
  - Participant guides
  - Audio/visuals
  - Program evaluation tools
4. Observed the pilot program and collected data from all stakeholders on its effectiveness.
5. Finalized the training program using information received from the pilot program.

### **Results**

- ✓ The training program was delivered on-time, on-budget, and achieved all of its objectives.
- ✓ Pilot program participants reported a very high level of satisfaction with the course and continued to collaborate with each other after the program ended.
- ✓ The sponsoring organization has begun to receive inquiries from similar organizations around the country that would like to adopt our program.