

The Next Generation of Leadership in the Nonprofit Sector: How will you choose to lead?

Young Leaders for Social Change Project
“Bridging the Gap: Social Change in the 21st Century”
October 24, 2009
11:15am-12:30pm

Generations of Leadership

Baby Boomers [circa 1943-1960]

Generation X [circa 1960-1979]

Generation Y [circa 1980-1995]

Millennials

Generation Z [circa 1995- present]

Catalyst for National Dialogue

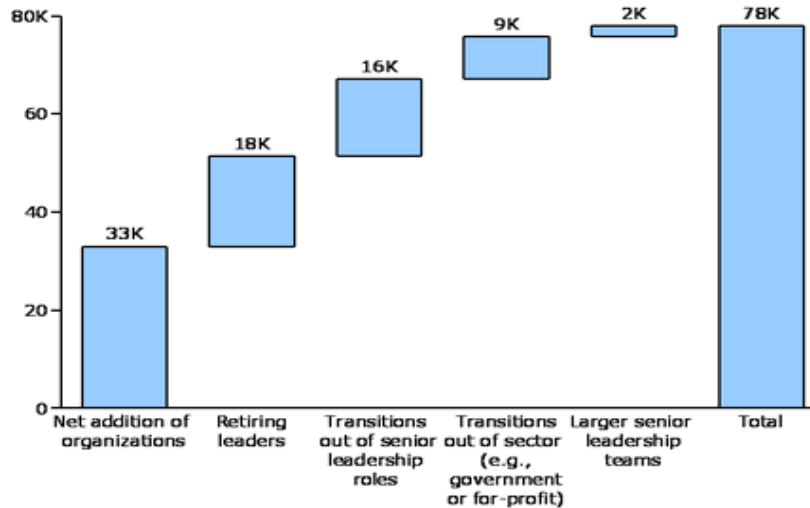
- Nonprofit executive leadership and transitions (Teegarden, 2004)
- Recruiting and retaining next generation of nonprofit sector leadership (Cryer, 2004)



Leadership Deficit

The nonprofit sector will likely need nearly 80K new leaders in 2016

Number of new senior managers needed (2016)



Note: Transitions out of senior management positions include EDs and senior managers that have left their current position to become a consultant or to take an unpaid volunteer or board governance role. Transitions out of the sector include EDs and senior managers that have left their current position for a job in the government or for-profit sector. Senior management is defined as the most senior tier of management that could include the COO, CFO, CDO, Head of Human Resources, Head of Marketing, Head of Programs.
Source: National Center for Charitable Statistics data; Bridgespan analysis

The Nonprofit Sector's Leadership Deficit: Executive Summary, 2006,
The Bridgespan Group

Leadership Deficit

- 75% of 1,900 nonprofit executives plan to leave in 5 years
- Focus on Replacement of executives, board members
- Managing change

*Daring to Lead, 2006, CompassPoint Nonprofit Services,
The Meyer Foundation*

No leadership “Crisis”

- Concern about organization structures
- Role of executive director
- Need for older leaders to think about developing and supporting leadership



Next Shift: Beyond the Nonprofit Leadership Crisis, 2007

Leading Differently

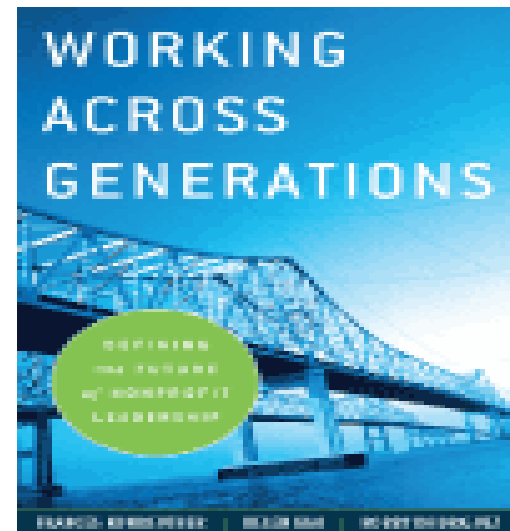
Ready to Lead? Next Generation Leaders Speak Out

A National Study Produced in Partnership by CompassPoint Nonprofit Services, The Annie E. Casey Foundation, the Meyer Foundation and Idealist.org

- Work/life balance
- Work environment
- Compensation
- Expectations of a Executive Director

Intergenerational Workplaces

- What are key roles of each generation?
- Talking and developing trust across generations
- Intergenerational *thinking, communicating, and action*

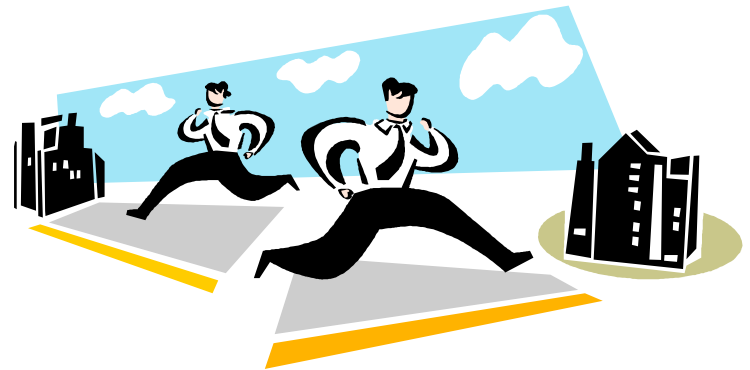


Working Across Generations:
Defining the Future of Nonprofit
Leadership, 2008

Professionalization of Nonprofit Sector

- Over 292 courses in nonprofit management
- 132 schools offer at least one course for undergraduate credit
- 200 colleges and universities have at least one course within a graduate department.
 - 168 offer a graduate degree with a concentration (three or more courses) in the management of nonprofit organizations.

Economic Crisis



Leading Now

- Executive & Board Leadership
- Elected Officials
- Community Leadership
- Social entrepreneurship
- Online activism and networking

****Innovation & Opportunity****

National Committee for Responsive Philanthropy

Melissa Johnson, Field Director

mjohnson@ncrp.org

(202) 387-9177, ext. 26

www.ncrp.org

