Characteristics of Highly Effective Organizations

Knowledge & Expertise

The organizational culture supports active learning, critical examination and self development. A deeper understanding of the issues is achieved helping to produce more effective & innovative approaches to addressing community needs.

Leadership

Leaders are authentic, transparent and inclusive in their approach. They operate under the highest standards of integrity & value open dialogue, shared decision making & team work.

Strategies

Organizations use trends analysis, forecasting & benchmarking tools for strategic positioning. Emphasis is placed on achieving results & quality. Organizations are impact driven, proactive with superior adaptive capacity.

VISION

There is clarity of mission, purpose & values. A compelling, powerful & bold picture of the future is shared by staff, board and stakeholders.

Human Capital

The organization has the ability to attract & retain exceptional and diverse staff, board, advisors, volunteers, etc.

Resources

There is an alignment of funding and stakeholder support, as well as, solid infrastructure in place to achieve the mission.

Org. Structure & Systems

Organizations engage in ongoing planning & evaluation. Effective accountability, decision making, communication & coordination systems are in place.

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