

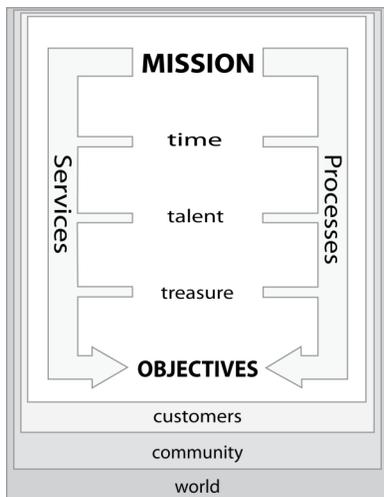
Is COMPASS for you?

If you serve as a executive or board member in your organization, you know all about limited time, talent and treasure. We designed COMPASS with you in mind.

- Are you ready to build on your strengths?
- Is your organization in transition?
- Is your leadership concerned about “the numbers” – customers, volunteers, finances?

The people in your organization already have the knowledge. All they need is a process that enables open dialogue and awareness so that they can see and build upon what is already there.

COMPASS is that process.



“Wow! I received more value than I would have from a big name consultant. There is so much detailed information in the workbook.”

David P.
Central Pennsylvania

“The results were *dramatic*.”

Elizabeth B.
Washington, DC

“This is a cool process for managing complex issues. Easy to use.”

Clare L.
Northern Virginia



An innovative, easy-to-use and affordable resource for nonprofit leaders and board members



Realize, celebrate and strengthen who you already are!



Pricing is as low as \$1200 based on organization size, including expert facilitation.

Contact **302-584-7940** or info@north-star-strategies.com for more information.

Sample Page from the Customized Workbook

Compass enables a nonprofit to clarify its unique role in contributing to society and then assists the leadership in focusing their time, talent and treasure on living into that role.

What is COMPASS?

Compass employs an anonymous, online process which surfaces honest and insightful information in remarkably little time. Revolutionary computer software, internet accessibility and proven communication theory result in a workbook customized to your unique needs and vision. We then provide expert facilitation to enable your leaders to discern the most effective ways to achieve your mission.

You receive:

- A prioritized list of areas to act upon for the greatest benefit.
- Top 5 to 10 activities that will have the greatest impact.
- Pinpoint knowledge of where the leadership can make rapid changes.
- Unique insight into where there will be resistance – and guidance on how to respond.
- Specific information for an ongoing dialogue on issues of importance.
- An understanding among the leaders of where you think the same, where you differ, and why.



Leaders

Alignment Index for Roles and Responsibilities = 71.1
Alignment Index for Developing Leaders = 72.3

This theme comprises the opinions describing Roles and Responsibilities and Developing Leaders. It is more detailed than many other themes and is a fundamental to being an effective organization.

CUSTOMIZED ASSESSMENT RESULTS

Best Practices:
Small organizations that grow use staff to support volunteers doing some work primarily doing it themselves.

Best Practice:
Finding time and resources for personal growth of leaders is as important as developing practical leadership skills.

The RACI Model creates a table with the roles listed across the top and activities listed down the side. Then the model is filled in with the following letters as appropriate:

R - Responsible to do the work?
A - Accountable for the results of the work.
C - Who needs to be Consulted on decisions?
I - Who needs to be Informed of decisions?

BEST PRACTICES, BENCHMARKS, AND TIPS

Assumptions - Aligned in Agreement, if any. (Almost everyone agrees with the following):

- *Our unpaid leaders have the skills needed to take greater responsibility for the activities of our organization.*
- *"Some do, some don't."*
- *"I think those who are unpaid often take great responsibility. Areas where greater responsibility is needed requires more training of those who would lead."*

Assumptions - Non-aligned, if any. (Some people agree and some people disagree with the following):

- *We have an effective volunteer coordination process.*
- *"We do somewhat OK at the first level of interest, but don't do well at keeping the conversation going."*
- *"Some are more competent than others. The work is done by a few people."*
- *"I think I am with the majority on this one. Clear communication is needed so many people are involved. It is important to have volunteers who give their time selflessly to help people in need in our community."*

COMMENTS FROM YOUR LEADERSHIP

Goals - Aligned in Agreement, if any. (Almost everyone agrees with the following):

- *We should improve our succession planning processes in committees.*
- *"We have developed a strong process of succession planning among our Board of Directors. Considerable effort was spent attending training on this topic and it paid off when our last Board Chair retired."*

Barriers to Success or Issues, if any. (The group's perception, listed from most to least significant):