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.

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

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

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

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