

Realize, celebrate and strengthen  
who you already are!



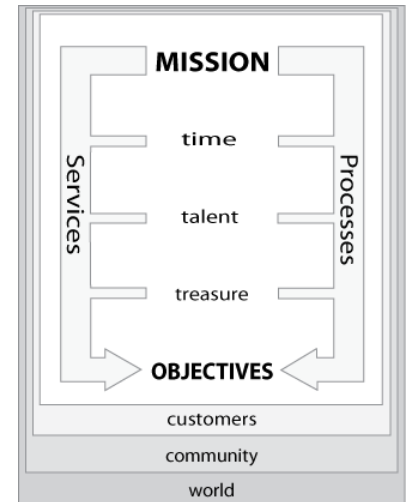
*An innovative, easy-to-use  
and affordable resource for  
nonprofit leaders*

## Is COMPASS for you?

If you serve as a leader or Board member in your organization, you know all about limited time and resources. We designed COMPASS with you in mind.

- Are you ready to build on your strengths?
- Is your organization in transition?
- Do you have an upcoming Board and/or staff retreat?
- Is your leadership concerned about fundraising and long term sustainability?

The people in your organization already have the knowledge, passion, and commitment necessary to realize who they are. 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.**



COMPASS enables a nonprofit to clarify its unique role in contributing to society. It then assists the leadership in focusing their time and resources on fulfilling 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 discover the most effective ways to achieve your mission.

### You receive:

- A prioritized list of areas to act upon for the greatest benefit.
- Identification of the activities in each area that will have the greatest impact.
- Pinpoint knowledge of where the leadership can make immediate 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.

“This planning process far exceeded my expectations regarding how far our group could come to agreement on a very difficult topic.”

Ken Smith  
Delaware Housing Coalition

**DA VINCI**  
GLOBAL CONSULTING, LLC

Contact 800.375.0206 or [info@DaVinciGC.com](mailto:info@DaVinciGC.com) for more information.



## Sample Page from the Customized Workbook

	<b>LEADERS</b>
<b>Alignment Index for Roles and Responsibilities = 71.1</b>	
<b>Alignment Index for Developing Leaders = 72.3</b>	
This theme comprises the opinions describing Roles and Responsibilities of Developing Leaders. It is more detailed than many of the other themes in the workbook, being an effective organization.	
<b>Best Practices:</b>	<b>CUSTOMIZED ASSESSMENT RESULTS</b>
Small organizations that growing volunteers doing services rather than staff to support	The RACI Model can be used across the top and the bottom side.
<b>BEST PRACTICES, BENCHMARKS, AND TIPS</b>	
<b>Best Practice:</b>	table is filled in with the following letters as follows:
Finding time and resources to develop the personal growth of leaders is as important as developing practical leadership skills.	Who is Responsible to do the work?
A - Who is Accountable for the results of the work?	
C - Who needs to be Consulted on decisions?	
<b>Assumptions - Aligned in Agreement, if any.</b> (Almost everyone agrees with the following):	
<ul style="list-style-type: none"><li>• "Our unpaid leaders have the skills needed to take greater responsibility for the activities of our organization."</li><li>• "Some do, some don't."</li><li>• "I think those who are unpaid often take great responsibility. Areas where greater responsibility is needed requires more training of those who would lead."</li></ul>	
<b>COMMENTS FROM YOUR LEADERSHIP</b>	
<b>Assumptions - Non-aligned, if any.</b> (Some people disagree with the following):	
<ul style="list-style-type: none"><li>• "We have an effective volunteer coordination process."</li><li>• "We do somewhat OK at the first level of interest, but don't do well at keeping the conversation going."</li><li>• "Some are more competent than others. The word 'excel' may be too strong."</li><li>• "I think I am with the majority on this one. Clearly, there is more we can do - but the fact that so many people are involved, speaks to the loyalty that our leaders evoke. We are blessed by the service of so many volunteers who give selflessly to help people in need in our community."</li></ul>	
<b>Goals - Aligned in Agreement, if any.</b> (Almost everyone agrees with the following):	
<ul style="list-style-type: none"><li>• "We should improve our succession planning processes in committees."</li><li>• "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."</li></ul>	