



Strategies for Extraordinary Results: Strengthening the Executive Director- Development Director Relationship

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“Most people think they know
what they are good at.
They are wrong.
...And yet, a person can
perform only from strength.”

–Peter Drucker

Strengths Based Research

What makes a good leader?

- 40 years of Gallup research on leadership
- Surveys of 10 million people
- Examined major cultures, countries, industries and positions
- 100,000 talent based interviews

www.Strengths.gallup.com

- Leadership report with top 5 themes
- Personalized strengths insights
- Examples of how the strengths appear in the workplace
- Resources for creating action plans and using the concepts in a team environment

4 Domains of Leadership Strength

Executing	Influencing	Relationship Building	Strategic Thinking

4 Domains of Leadership Strength

Executing	Influencing	Relationship Building	Strategic Thinking
Achiever Arranger Belief Consistency Deliberative Discipline Focus Responsibility Restorative	Activator Command Communication Competition Maximizer Self-Assurance Significance Woo	Adaptability Developer Connectedness Empathy Harmony Includer Individualization Positivity Relator	Analytical Context Futuristic Ideation Input Intellection Learner Strategic

Extraordinary Leaders

- Understand themselves first
- Recruit people for strengths that compliment their leadership profile
- Set up organizations for continuous growth
- Share the vision
- Understand what motivates others

Executive Directors Champion Philanthropy

- Do the groundwork to support fundraising
- Elevate development within the organization and fund it appropriately
- Lead by example
- Hold the board accountable for their role in fundraising
- Be accountable and communicate

Development Directors

Catch the Vision & Make it Happen

- Manage up
- Teach and inspire
- Lead by example – and be accountable
- Involve board and staff in meaningful ways to multiply the impact
- Focus on organizational priorities and be flexible when priorities change

Dynamic Duos

- Share common values
- Inspire each other to stretch
- Have a high level of trust and respect
- Have an honest rapport that allows discord
- Commitment to mission first and foremost

Gaining the edge in recruitment

- Have development expertise on your hiring team
- Reach out to your top candidate
- Understand total compensation and pitch it
- Offer flexibility or incentives
- Don't settle

Supporting the development role

- Coaching/mentoring: Established development programs with inexperienced/up and coming staff
- Consultants: Board development and organizational planning
- Interim development staff: Start ups, turnarounds and transitions

Most common mistakes

- Weak leadership/lack of business planning
- Board and/or ED unwilling to grow and evolve in their roles
- Poor match between strengths and needs
- Staffing decisions are based on personal comfort not organizational needs



More resources

www.oncourseforsuccess.com

I welcome your comments and questions

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