



Prepare Your
Organization to
Hire Higher^(TM)



PRESENTED BY:



Kat Landa, CFRE, CSD

Senior VP, Talent Solutions



We Are DickersonBakker

Nearly 50-years experience serving Christian Nonprofits

With offices in Raleigh, Dallas, & Indianapolis, we have nearly 50-team members with full-time consultants stationed across the USA.



Talent Solutions



Grant Services



Fundraising Solutions



Capital Campaigns

Talent Matters Most



3 Elements of Fit

1) Mission Fit

2) Cultural Alignment

3) Professional Acumen



A top-down view of a desk with a cup of coffee, a laptop, a pen, glasses, and a notebook. The desk surface is dark grey. A white cup of coffee is in the top left. A silver laptop is at the top. A black pen is at the top center. A pair of black glasses is on the left. A brown spiral notebook is on the right. A white rounded rectangle is in the center containing the text.

Mistakes to Avoid

Escalating Costs of Losing Employees & Donors

“Losing an employee costs 90 to 200 percent of his or her salary, benefits, and expenses according to the Society for Human Resource Management and the Center for American Progress. We believe the cost of losing major-gift officers is much higher.” –Philanthropy.com

Losing a key fundraising employee holds significant costs:

Cost to re-hire is estimated at 30% of their annual salary.

Opportunity cost while role is vacant is 8.3% of the role’s fundraising goal, compounding monthly, and is typically vacant for 6 months.

**E.g. A DOD raising \$2M annually
TOTAL LOSS to Organization: ~\$99,750**

The Role of Leadership in Culture

- Emotional intelligence
- Strong personality
- Good listener
- Knowledge of one's own strengths and weaknesses
- Diplomacy
- Relationship builder
- Ability to learn from failure
- Creative problem solving
- Open-minded
- Motivational skills
- Decisiveness
- Inspiring trust
- Confidence
- Strong character
- Strong record of accomplishments
- Ability to delegate
- Critical thinking
- Spotting/developing talent
- Vision
- Humility
- Communication skills

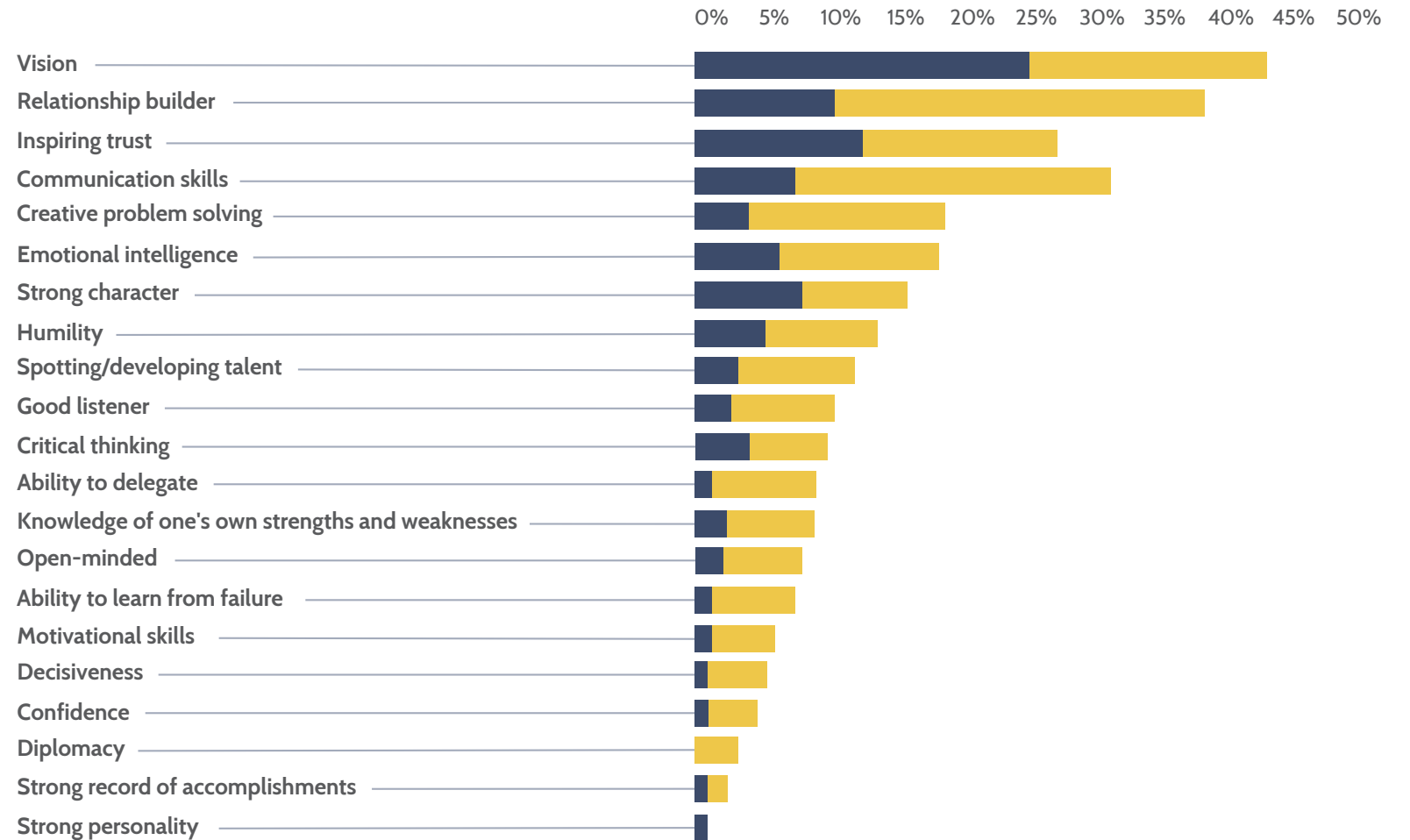
The Role of Leadership in Culture

Most Important Elements of Effective Leadership

What are the most important elements of leadership in a donor-supported organization? We gave respondents 21 options and asked them to choose their top three.

1

2 OR # 3



Why People Stay

Leadership

Vision

Appreciation

Opportunity for Growth

Compensation and Benefits

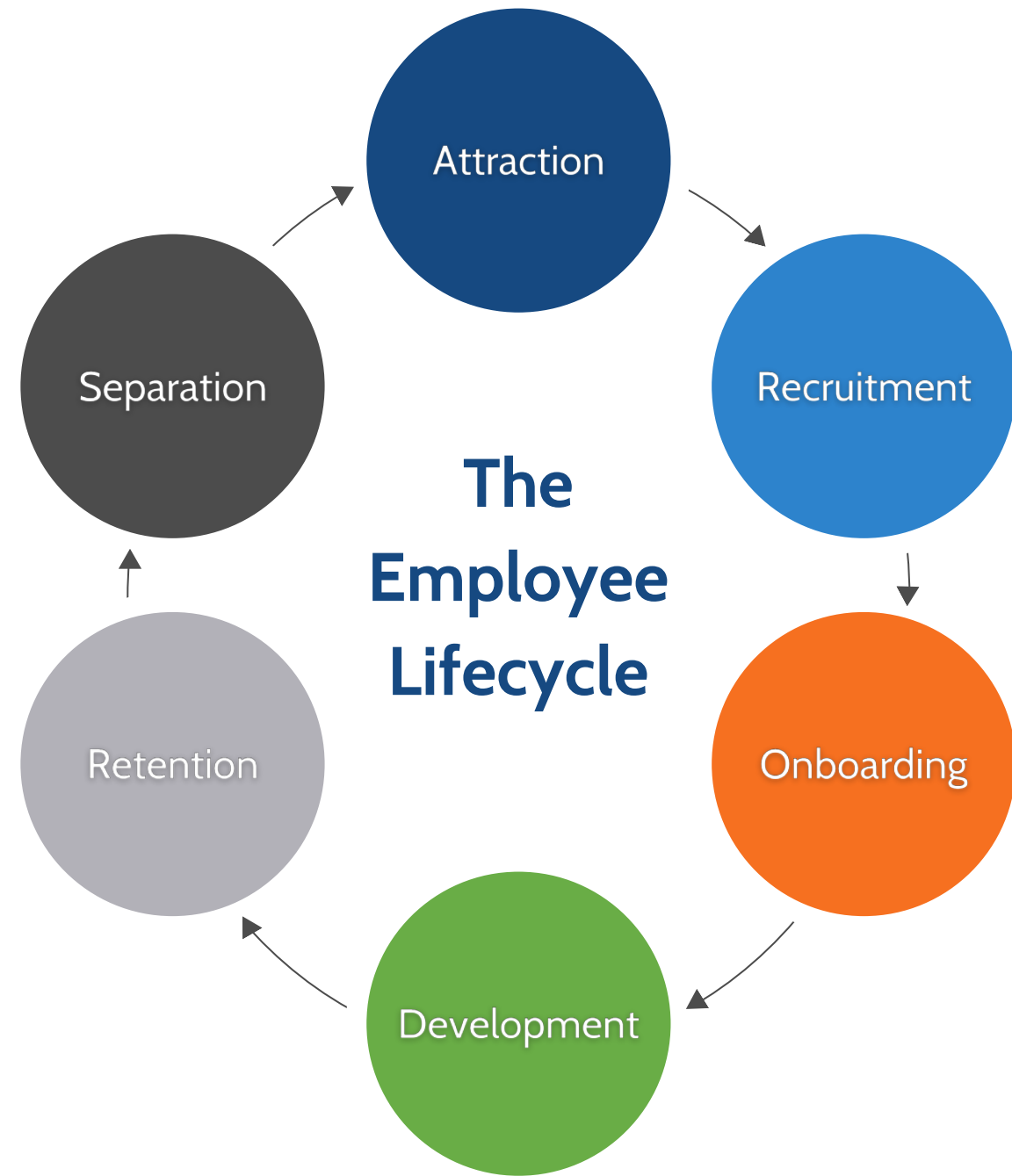
A Voice

Meaningful Work

Balance



How to Become a Magnet for Top Talent



Thank You!



WANT TO GET CONNECTED?



Kat Landa, CFRE, CSD
Senior VP, Talent Solutions

Email: klanda@dickersonbakker.com

Office: 800-382-0094

Mobile: 858-531-2198