Capacity Building  (P. 18)

• Assess nonprofit’s capacity gap.

• Project must integrate with whole organization.

• Before you plan:
  ▪ assess nonprofit’s vision and strategy
  ▪ strength of leadership
  ▪ have patience (no quick fixes)

• Know your goals and theory of change.
It’s More Than Technical Assistance!

Venture Philanthropy Partner’s Framework

Level 4. can address aspirational level

Level 3. can address strategy level

Level 2. can address organizational skills

Level 1. can focus on human resources, organizational systems and infrastructure, or organizational structure
Leadership Development is Important Capacity Building  (Pages 21-22)

Grantmakers for Effective Organization’s (GEO) Research on Leadership

“Ask any grantmaker about the distinguishing characteristics of strong and effective organizations, and the conversation inevitably will turn to leadership.”

GEO, “Investing in Leadership, Volume 1”
A New Leadership Paradigm

- **Old Paradigm**: Leadership is *individual*. Training focuses on the intrapersonal (self-awareness, self-motivation, etc.).

- **New Paradigm**: Leadership is *collective*. Training focuses on the interpersonal (group facilitation, social awareness, social skills).