



Pre-Workshop Inventory, April 14, 2017

1. On a scale of 1-5, with 5 being best, what is your assessment of your agency's capacity? **Average of all responses: 3.4**
Why?
 - Lack of consistent funding and the steady decline of funding from those who fund us.
 - We deliver results.
 - Small agency – need more staff.
 - Need for enhanced capacity building of program data; board leadership.
 - Staff are dedicated, but could be better involved in understanding overall goals and objectives.
 - We have great success with many of our residents, but not with all of them, and we don't track more than 3 years in the future, and we have small numbers of residents.
 - Our physical location is perfect to deliver services. However, financial & constraints prevent us from true growth. Also our programming is strong.
 - Staff stress high due to changing and streamlining. Funding is unstable.
 - Funding for staff requirements. Need resources to offer more competitive salaries.
 - We are in transition, but there is room for improvement, especially with staff turnover.
 - Increased capacity (organizationally) has been planned & is in process of implementation.
2. On a scale of 1-5, with 5 being best, how well do you think strategically? **Average of all responses: 3.8**
Why?
 - I have experience with thinking strategically as well as an educational background.
 - Very analytical; detail oriented; logical.
 - Meet weekly with leadership to discuss program.
 - Leadership skill set is engaged in the sector at local, state & federal levels – awareness of funds.
 - Most days just trying to get through day-to-day operations.
 - I always ask why we are doing this and is there a better way?
 - Need Board deliverables to increase w/ accountability attached. We ask our clients for accountability – the rest of the org needs it too.
 - Board and senior staff have done environment scan and look at scenarios several years in the future.
 - Because we are trying to look for opportunities.
 - Until coming to LCN, I have been limited by past Executive's lack of vision.

Now, I am in a big learning curve.

3. What about thinking competitively? **Average of all responses: 3.5**

Why?

- Same as above; I think it would be higher if I spent more time examining other organizations.
- Want to be the best at what we/I do.
- Sector is small but collaborative.
- Yes, want to be competitive – but little time or resources to compete (writing grants, meeting funders, fundraising, etc.).
- I don't believe social orgs are in competition with each other for funding – I believe we compete with everyone (org) for attention. There are more than enough funders – we just have to find them.
- Not discussed enough.
- We think about our sister organizations – what they are doing & what we do. We think about the service gaps.
- Not so much against others. Competitive about expanding my skills.
- What do my peers have or not have and how do we set ourselves apart?
- Very familiar & experienced with performance based contracting.

4. On a scale of 1-5, with 5 being best, how strong are your written presentation skills? **Average of all responses: 4.2**

Why?

- I am good at presenting succinct and informative presentations.
- Good at reducing thoughts to essential concepts. Good at making things understandable.
- Provide overall presentation to board regarding agency.
- Good.
- Need help.
- Better at technical than narrative (story).
- Good writer.
- I am a good, succinct writer.

5. What about oral presentation skills? **Average of all responses: 4.1**

Why?

- Same as above.
- Very experienced in presentation of difficult information in an understandable manner.
- Good.
- Trained as an educator.
- I work well one on one, but don't often get up in front of groups. I'm just rusty. I also am new at my org so the words aren't coming smoothly yet.
- I like to present orally & talk with people.
- I've been told this is a strength. Agency won \$100,000 last year loved our presentation.
- Would like to increase skills on extemporaneous presentation.

- I am very comfortable in groups & presenting info on the things (programs, mission) that I believe in.

6. On a scale of 1-5, with 5 being best, how strong are your relationships with other like- minded executives where potential collaborations might thrive? **Average of all responses: 3.9**

Why?

- I think with a win-win philosophy.
- New to social service sector.
- Already engaged in leadership collaboration on several issues.
- Good for Mr. Gates – but less for me as program director needs to get with other agencies to establish relationships and partnerships.
- I'm new to the social service agency world.
- I have very strong relationships with Board and agency leaders.
- We are in a number of collaborations now & are constantly asked by others to join with them.
- Not meeting people in similar situations – networking.
- I am new to Chicago's homeless industry & need to meet more people and have increased networking opportunities.