

Looking for a Good Nonprofit CEO? Find a L-E-A-D-E-R

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Want to be or work for a great CEO?

Look for one who ...

<p>Loves to ask the hard questions</p>	<p>The CEO constantly forces him/herself, and the team of high-performing team of board, staff, funders and volunteers to ask hard questions in order to make sure they are pushing themselves harder, making the best use of resources and delivering more results.</p>
<p>Exhibits fundraising skills</p>	<p>The CEO has knowledge and experience in all fundraising techniques, but especially in major gift fundraising. The relationship between the chief executive and the chief development officer has often been likened to a marriage. As in personal life, so in fundraising. Each party <u>must</u> contribute.</p>
<p>Always remembers that s/he leads a <i>business</i></p>	<p>For some CEOs, nonprofits and business are two very different things. Yet a true nonprofit leader can still recognize the value in approaching obstacles with an analytical, business mind, knowing that although profit is not the goal viability is.</p> <p>Decisions are made not because they are emotional or appear to benefit everyone, but because decisions have been analyzed from every business perspective and decidedly beneficial to the mission, the people and the bottom line. Encourage this trait in staff by rewarding critical thinking and urging staff to problem-solve with their minds, not just their hearts.</p>
<p>Deals well with conflict</p>	<p>The CEO can;</p> <ul style="list-style-type: none"> • Handle adversity with grace. • Does not take criticism personally. • Keep a sense of perspective. • Know how to step back (or step out) and catch a breath of objectivity (or two...or three...)
<p>Exudes confident humility</p>	<p>There's nothing wrong with graciously accepting acknowledgement of a job well done, but a good nonprofit leader recognizes that the whole is greater than the sum of the parts—without each team member contributing to an organization, no one person can take responsibility for a</p>

	<p>success...or a failure. This trait will ultimately help to motivate staff and build trust too.</p>
<p>Remembers to be a servant leader</p>	<p>Perhaps the greatest motivator we have ever known once told the 12 members of his upper management team, "If you want to be great, be the servant of all."</p> <p>Good advice.</p> <p>Great leaders are more concerned about what they can "give" to others rather than what they are going to "get" from the organization.</p>