



Leadership in Non-Profit-Organisations –
in pictures

Leadership in Non-Profit-Organisations

Commitment to non-profit organisations (NPOs) is often accompanied by numerous dilemmas for those involved.

We have compiled a picture story from our practical experience in consulting non-profit organisations. Because pictures say more than words. The story ranges from the founding idea to central questions of cooperation and possible crises to the reorientation of the NPO.

On the pages ‚Back on track with leadership‘ we show possible approaches. They can be used both by managers from the NPO's own ranks and by managers from outside. We encounter both variants in the consultation and it is only a small selection of proven instruments.

We will be happy to answer any further questions you may have. Please contact us. We look forward to your call or mail.

Overview

History of origins

Foundation phase

Growth

Constitution

Institutionalisation

Thoughts on Leadership

Organisational models

Threats

Dilemmas in leadership

Starting points for organisational development

The Non-Profit-Organisation is emerging



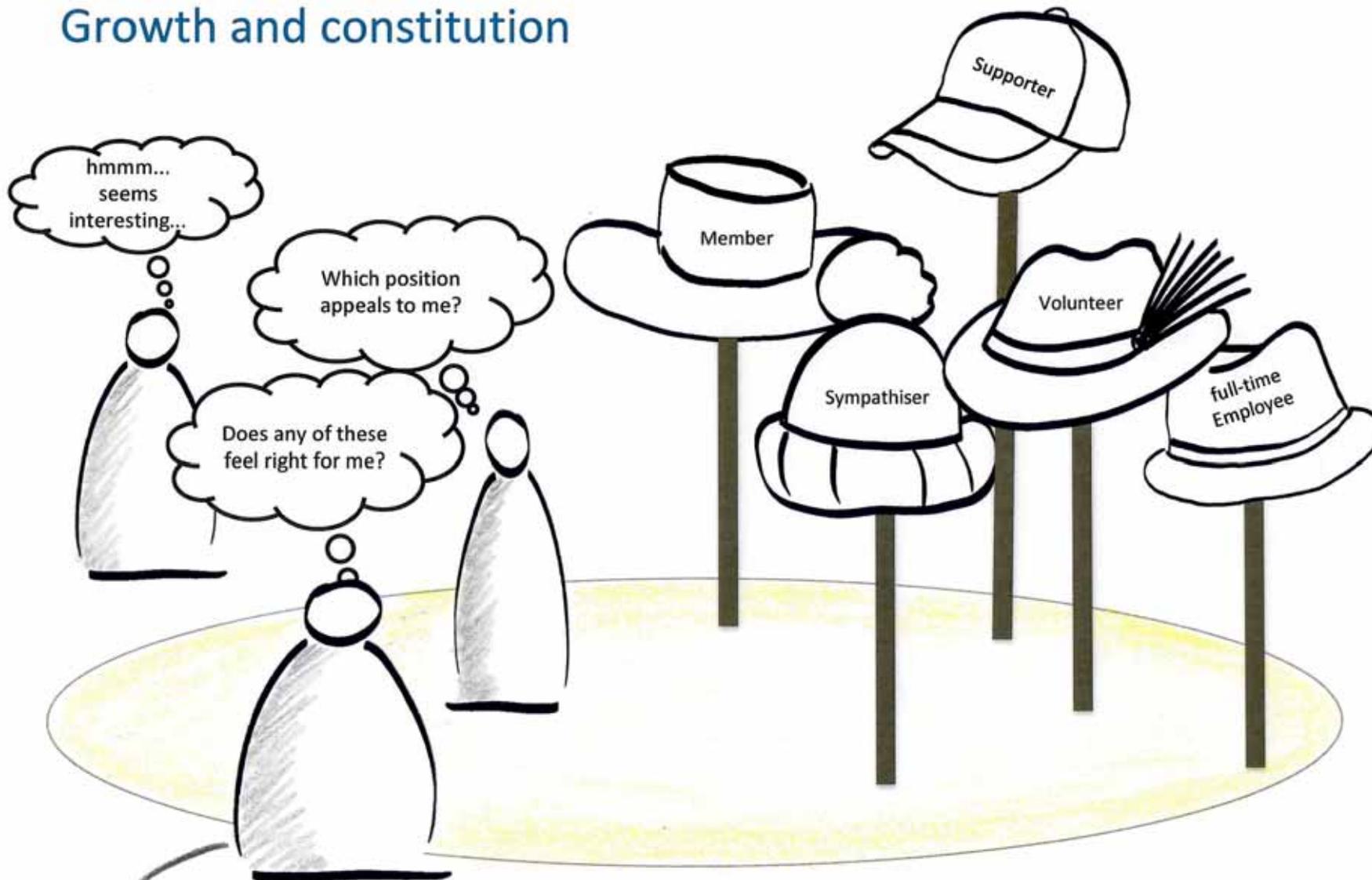
The Non-Profit-Organisation is emerging



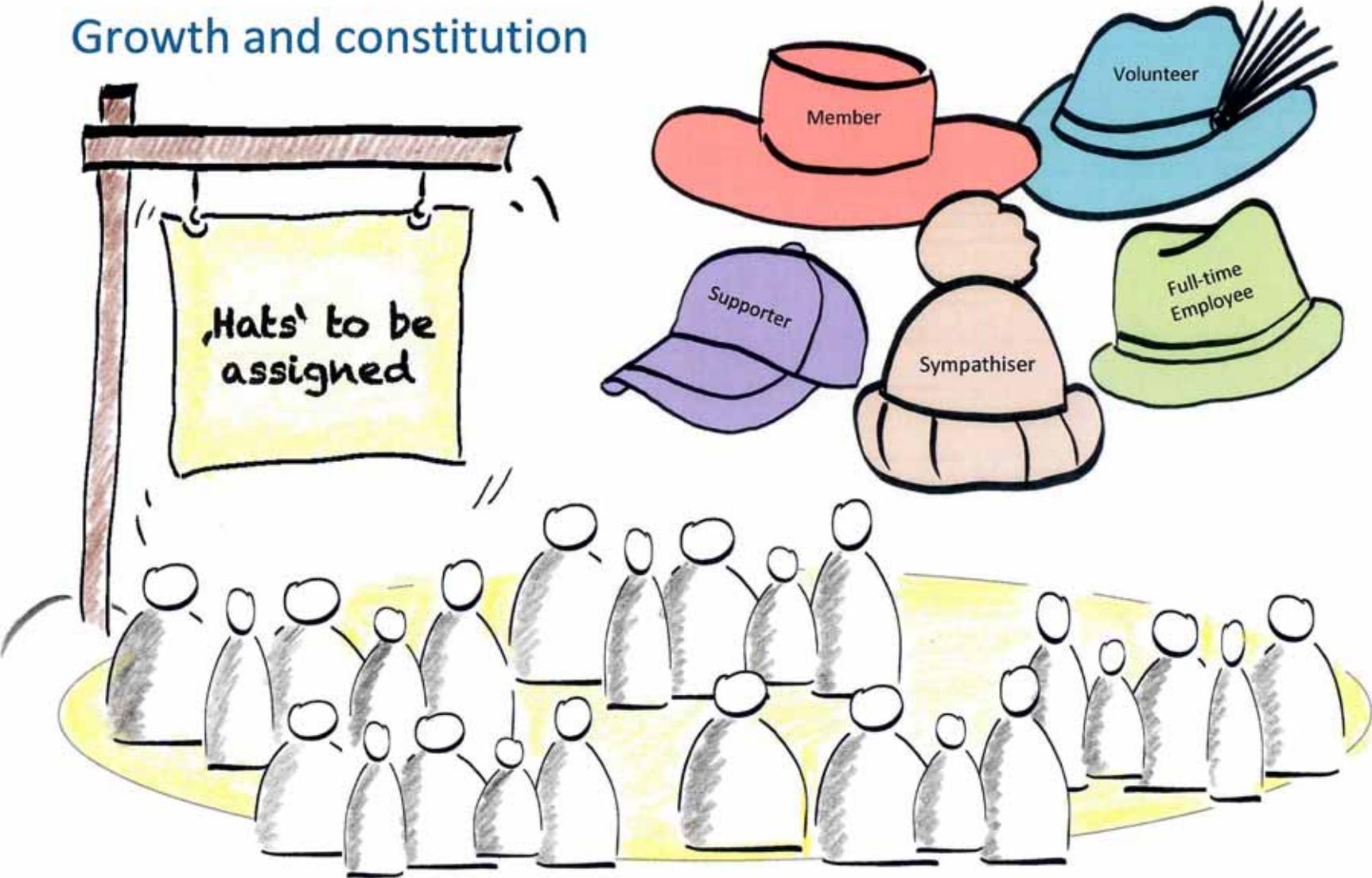
Founding phase and leadership



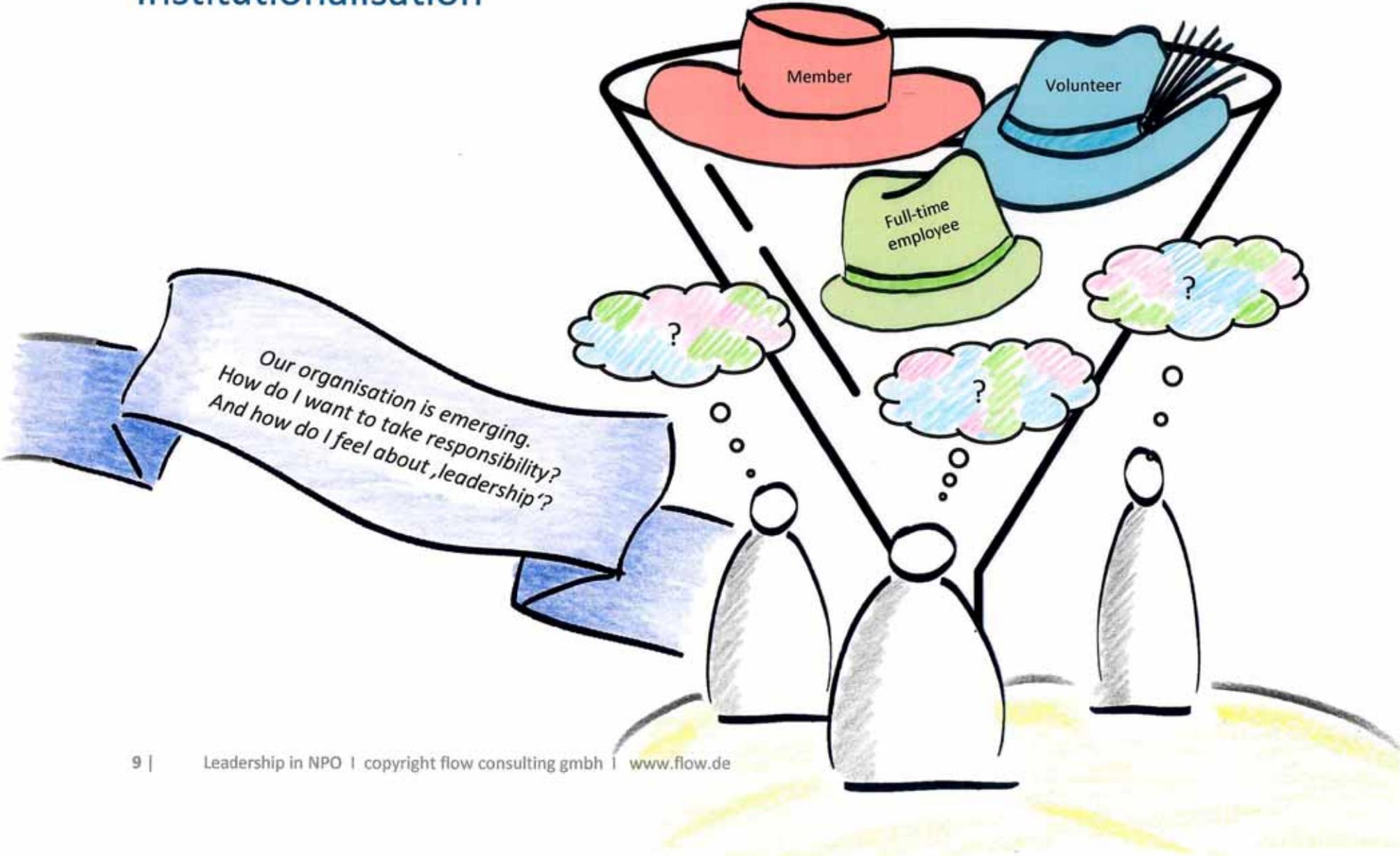
Growth and constitution



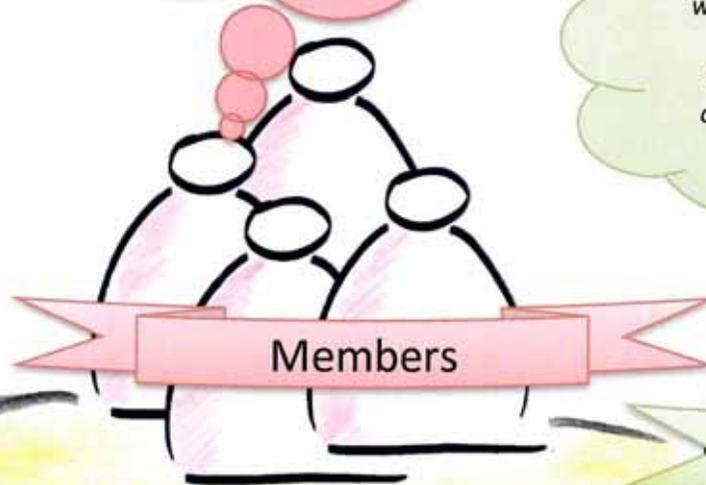
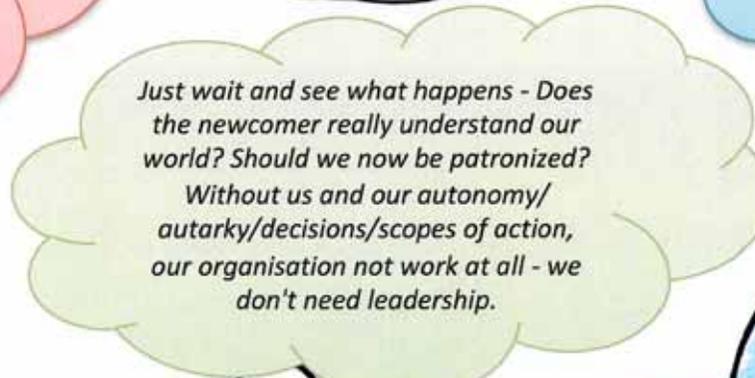
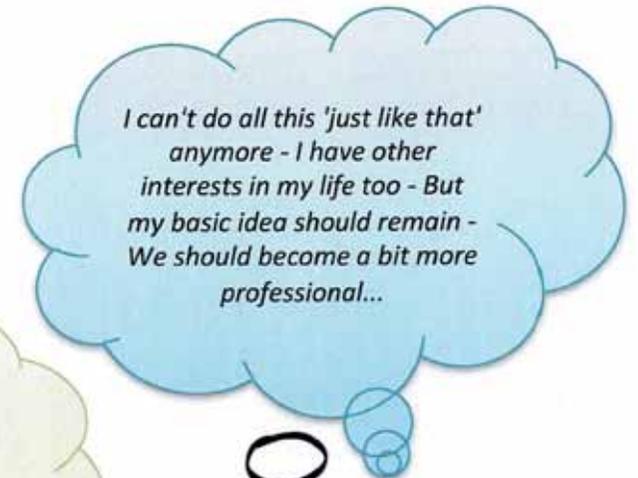
Growth and constitution



Institutionalisation



The call for leadership - and fears



The call for leadership becomes louder



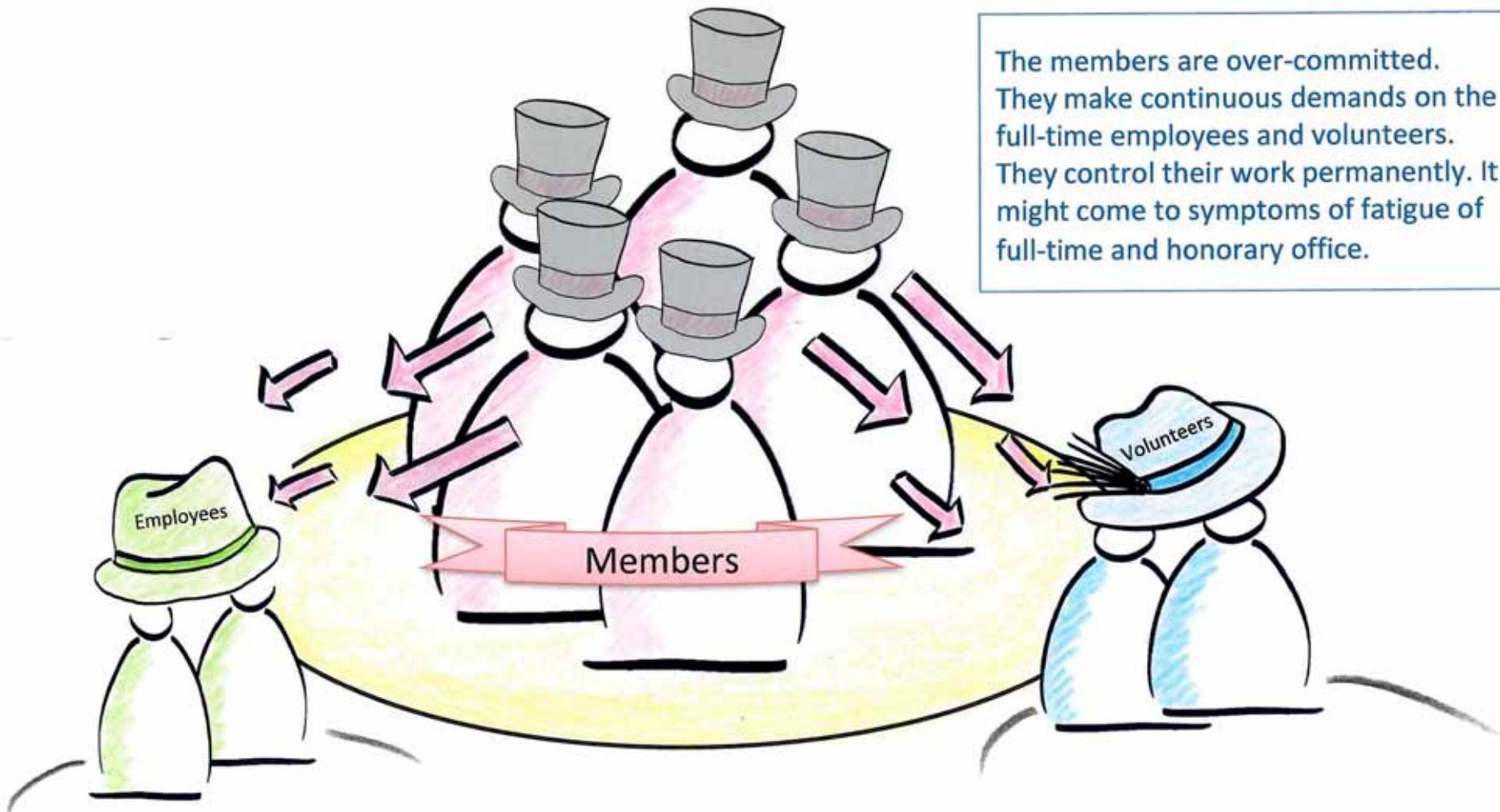
This is how we distribute our hats here (Organisational Model 1)



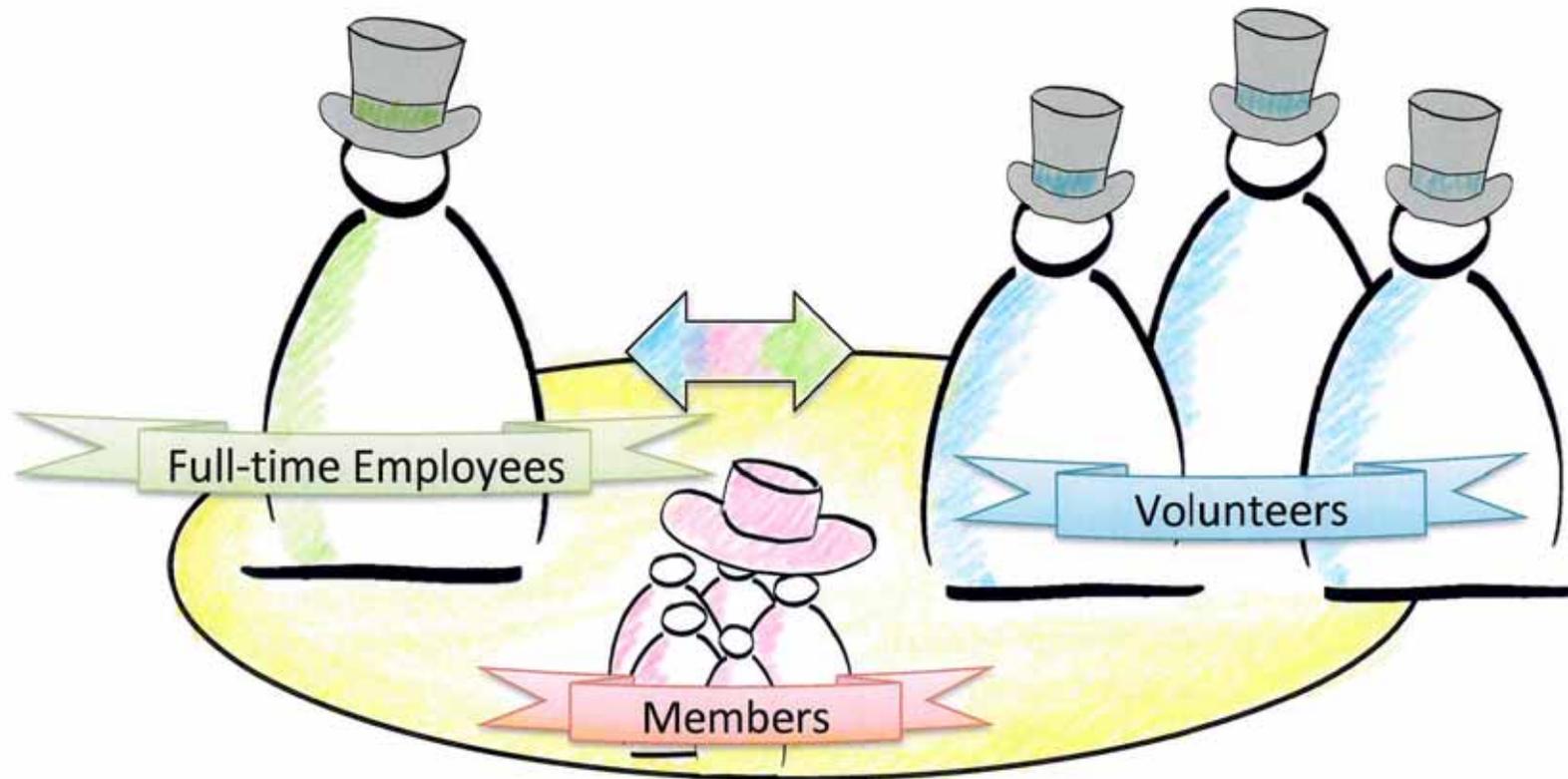
The volunteers dominate. Full-time employees have to carry out their instructions, become uninvolved. Members become passive and leave the organisation sooner or later.

This is how we distribute our hats here (Organisational Model 2)

The members are over-committed. They make continuous demands on the full-time employees and volunteers. They control their work permanently. It might come to symptoms of fatigue of full-time and honorary office.



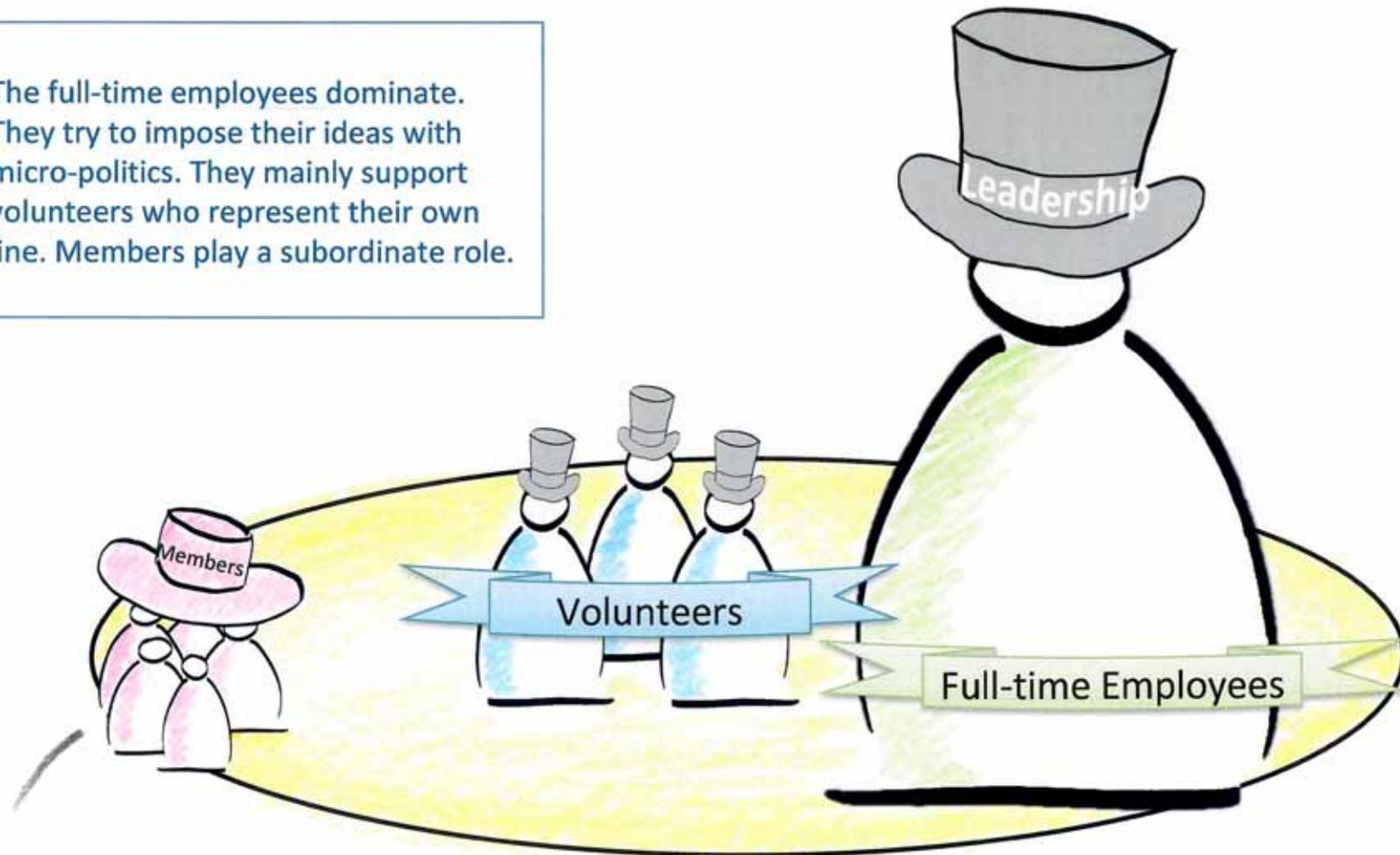
This is how we distribute our hats here (Organisational Model 3)



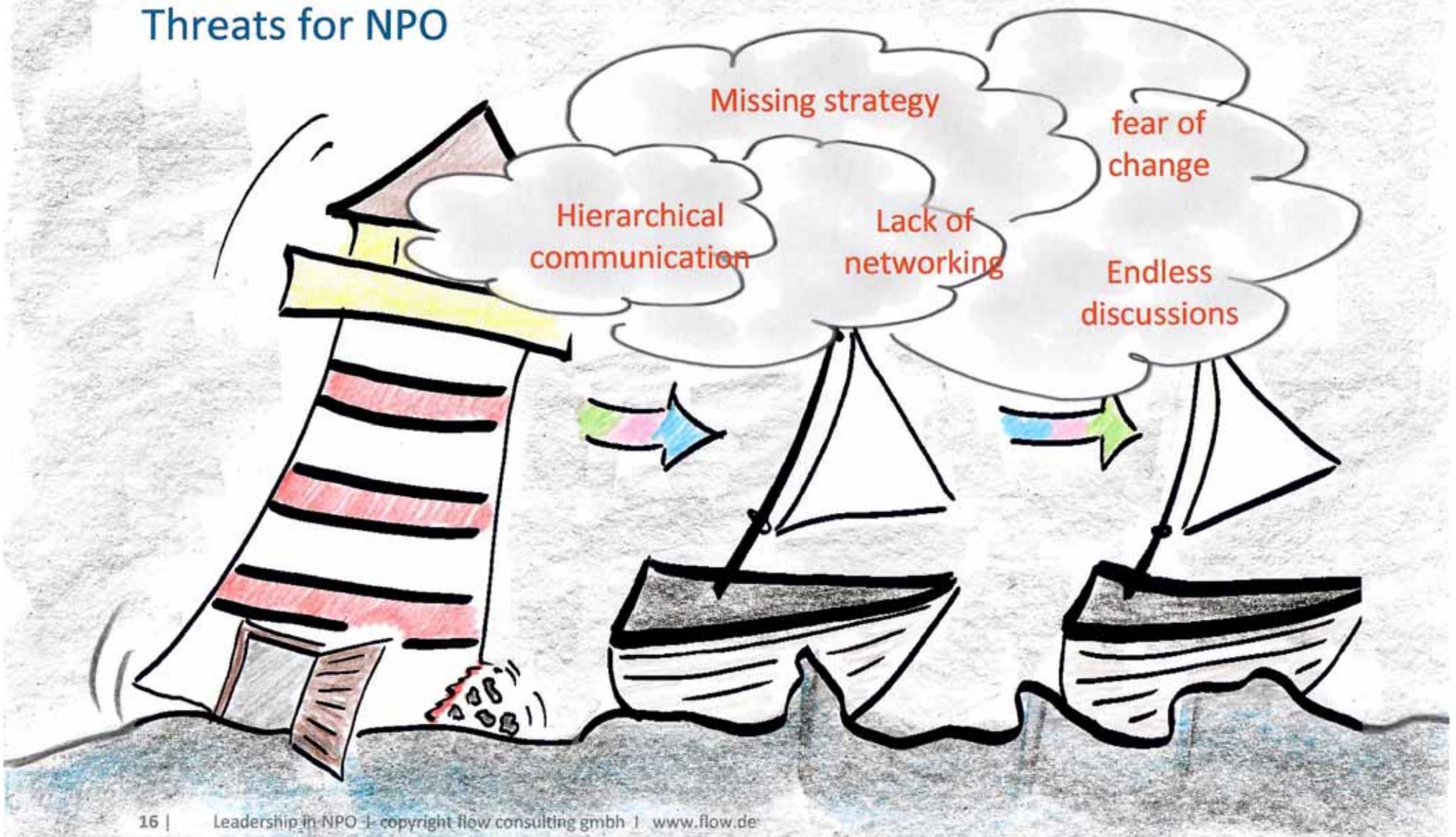
Full-time employees and volunteers work together in a spirit of trust, responding to the interests and concerns of the other side. Members are involved on a regular basis.

This is how we distribute our hats here (Organisational Model 4)

The full-time employees dominate. They try to impose their ideas with micro-politics. They mainly support volunteers who represent their own line. Members play a subordinate role.



Threats for NPO



Leadership mandate: Get NPO back on track



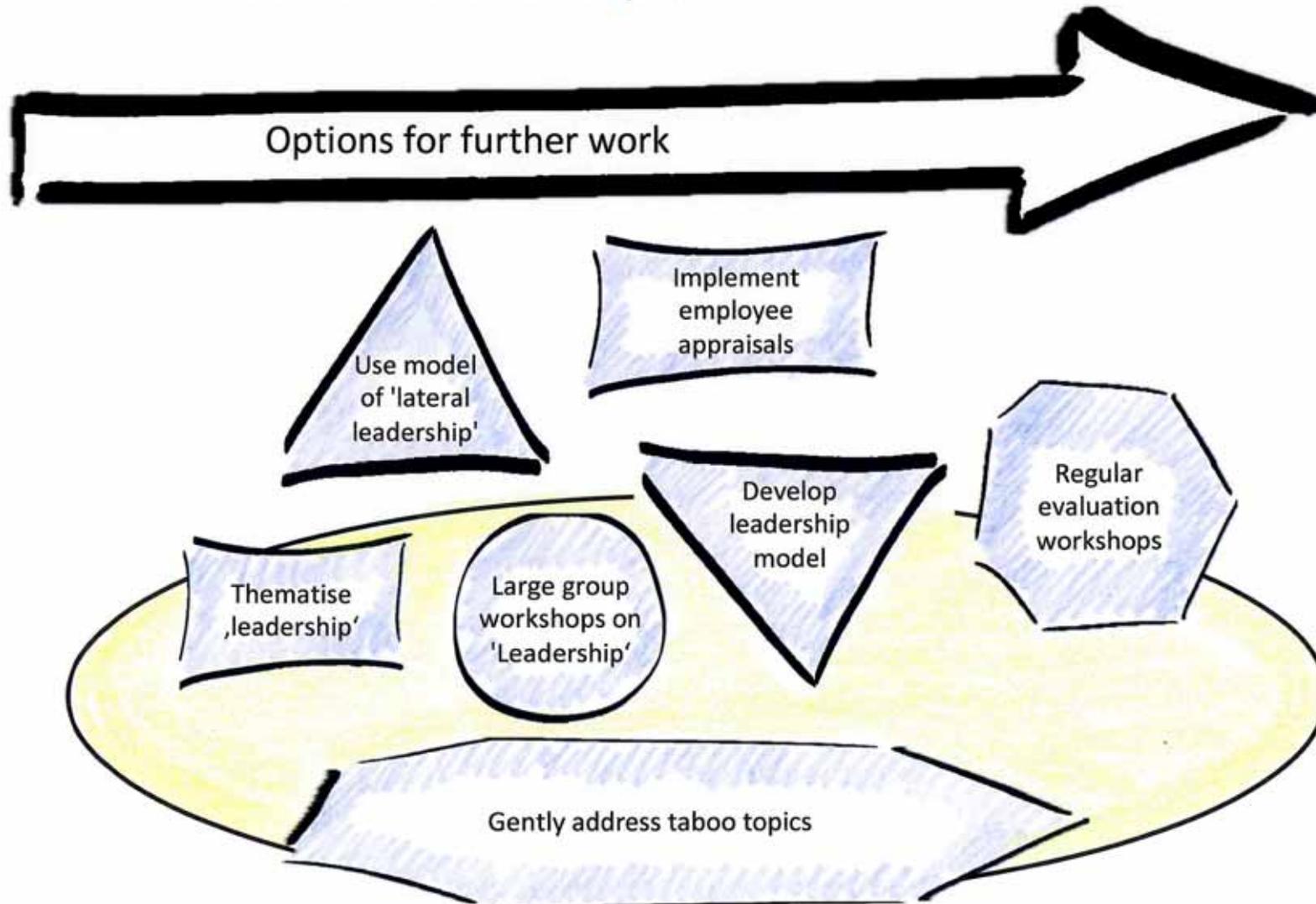
Dilemmas of a leader coming from the organisation



Perspective of an executive who does not come from the organisation



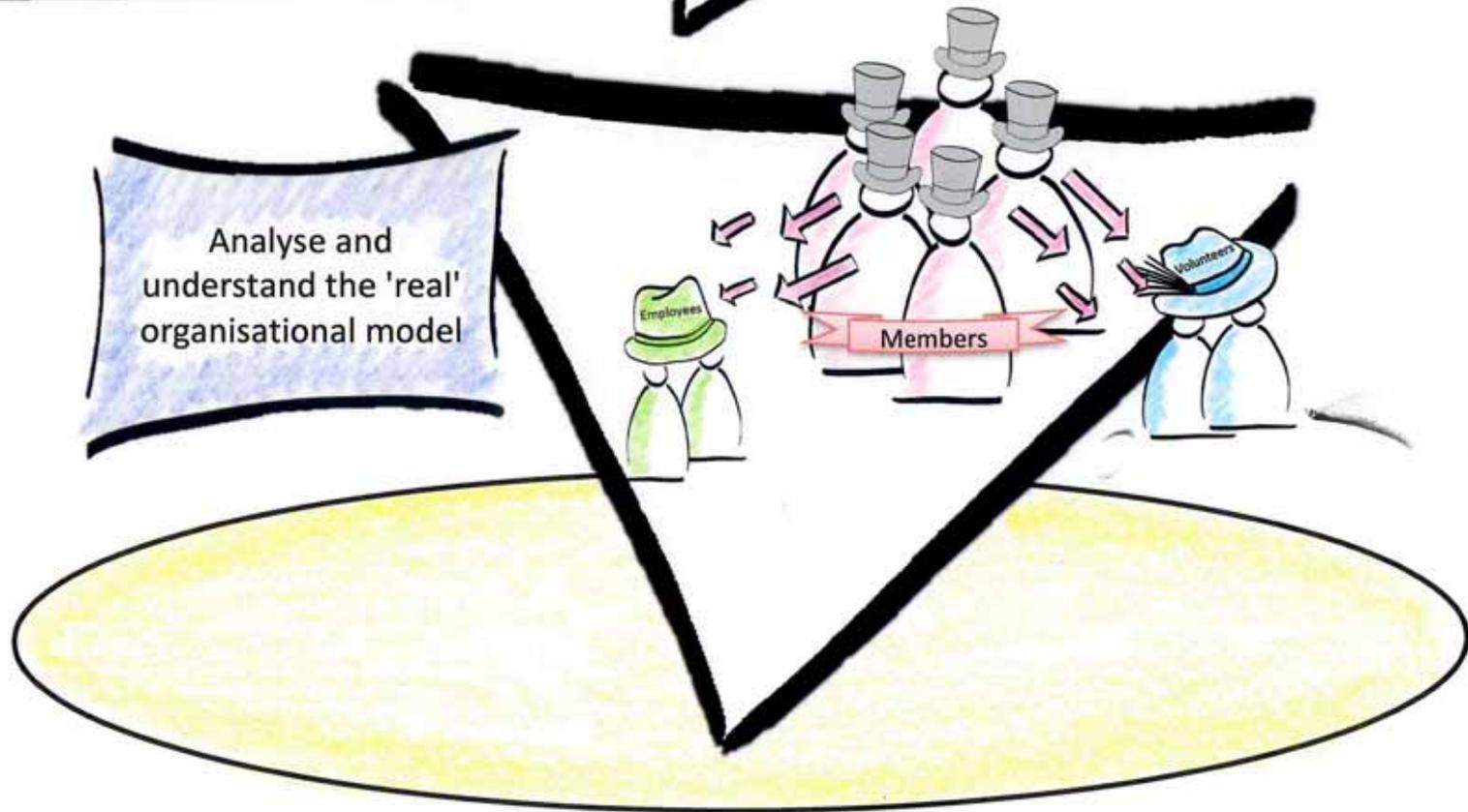
Back on track with leadership



Back on track with leadership

Target: Develop a sustainable strategy

Analyse and understand the 'real' organisational model



The new course



Short portrait of flow consulting gmbh



We advise and accompany companies in the development of their organization and in the change processes.



Change Management



Digital transformation



Strategy development



Innovation management



Marketing & Research



Personnel-management



Executive Coaching



Workshop Moderation



We train competencies for dynamic leadership, professional sales and best cooperation.



Expand change competencies



Training managers



Strengthen sales



Develop employees & teams



Recognised for Excellence
5 star - 2015