

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.

1. 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.

1. 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.

1. 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 that narrative (story).
* Good writer.
* I am a good, succinct writer.

1. 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.

1. 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.