

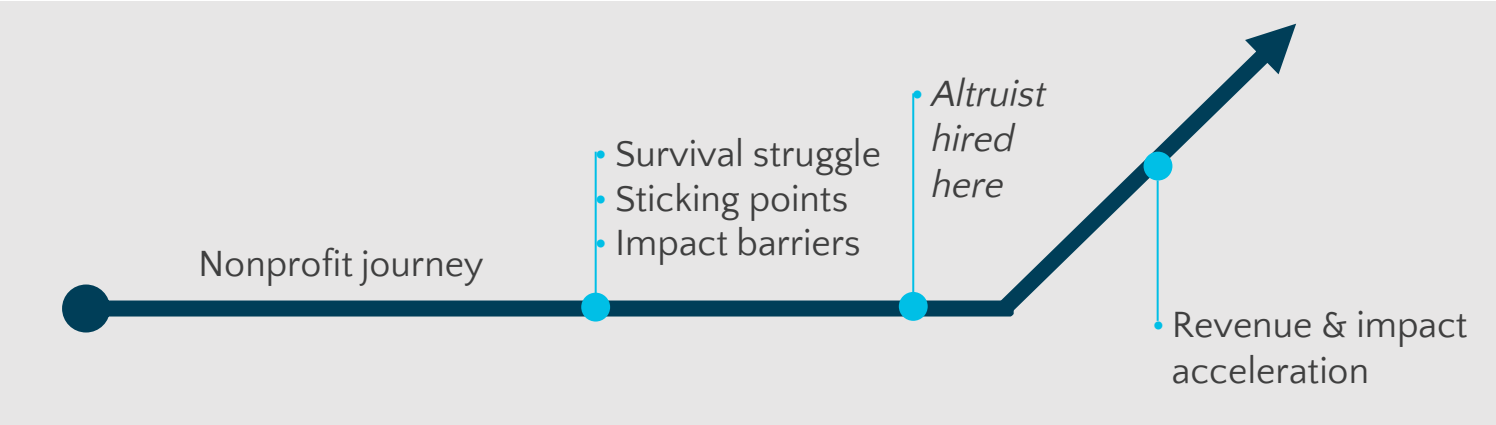
Nonprofit Hacks for Thriving in Tough Times.

Accelerating growth, performance and impact for nonprofits
and social enterprises around the world.

The logo for ALTRUIST features the word in a white, sans-serif, all-caps font. To the left of the text is a stylized icon consisting of an upward-pointing triangle above a downward-pointing triangle, forming a diamond shape. The background of the slide is a composite image: the left side is a solid dark blue, and the right side shows a view of Earth from space with city lights and a bright blue orbital ring or light streak.



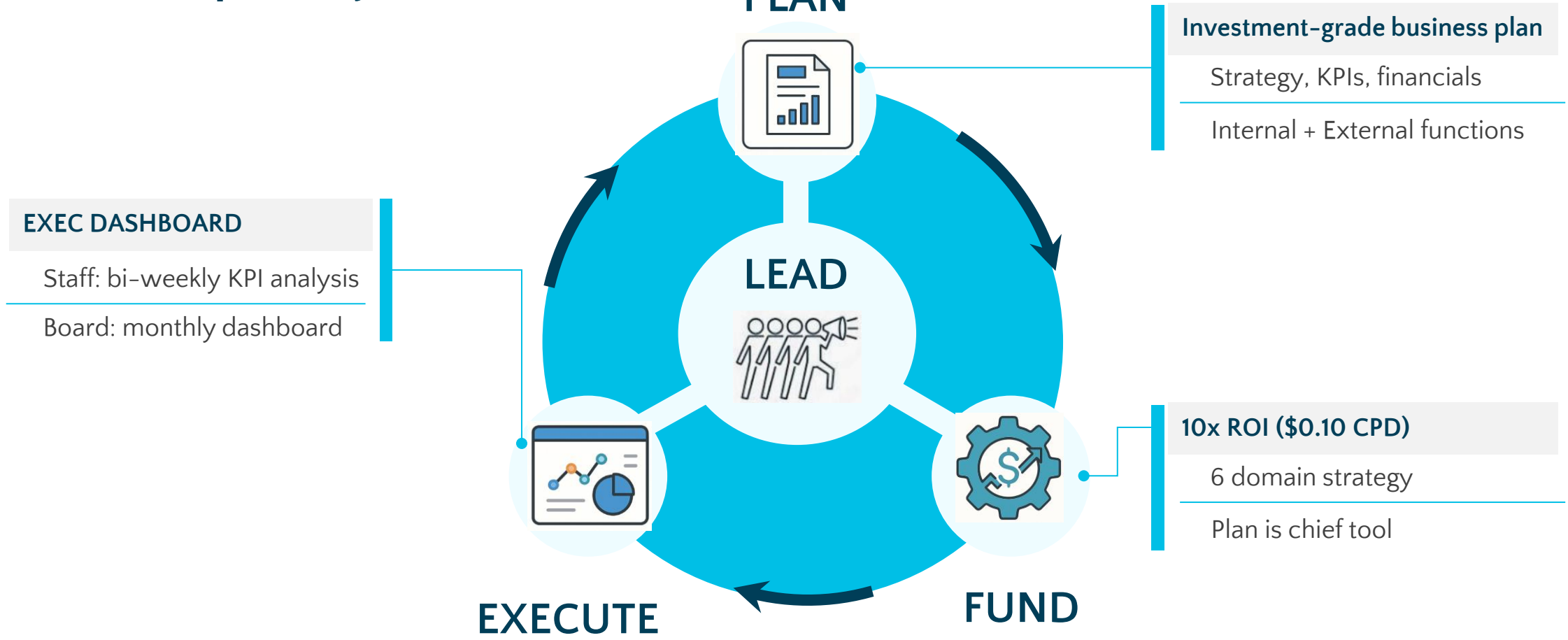
Biggest Hack of all: The Altruist Impact System. Nonprofits gain >\$1M in revenue and >25% to their social impact in first year of deployment.



Effective. Not easy.	25% median growth, 6-9 months after deployment
Smart investment.	\$25 in new, sustained annual revenue for every \$1 in Altruist fees

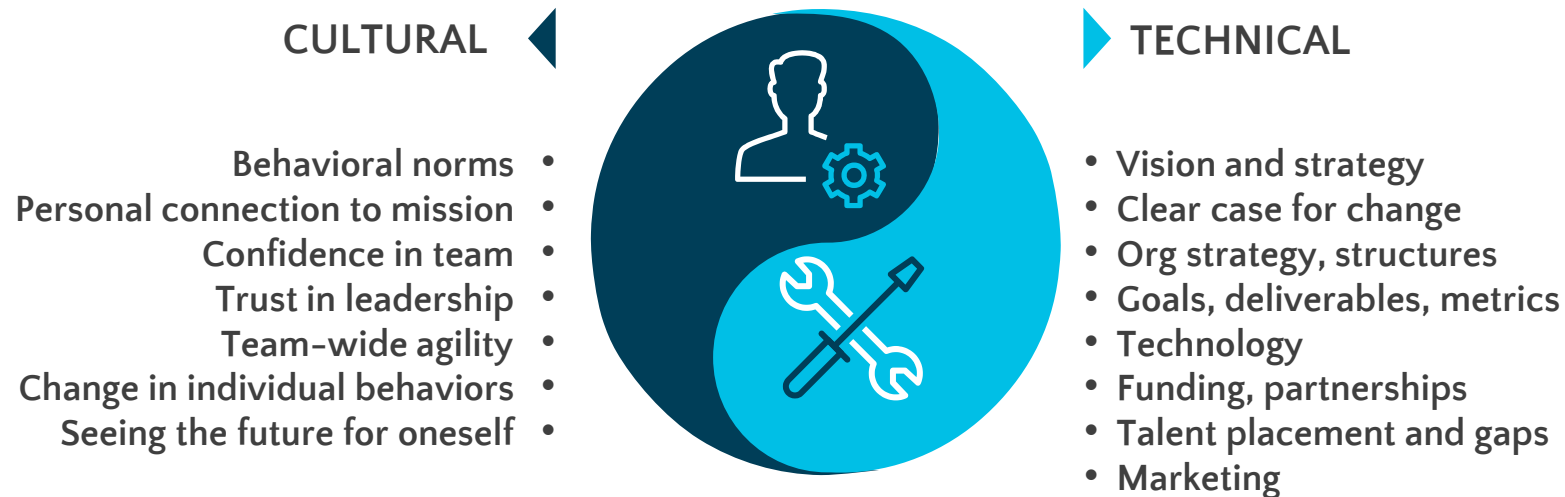


Altruist Impact System





Cultural vs Technical aspects of high-performing orgs



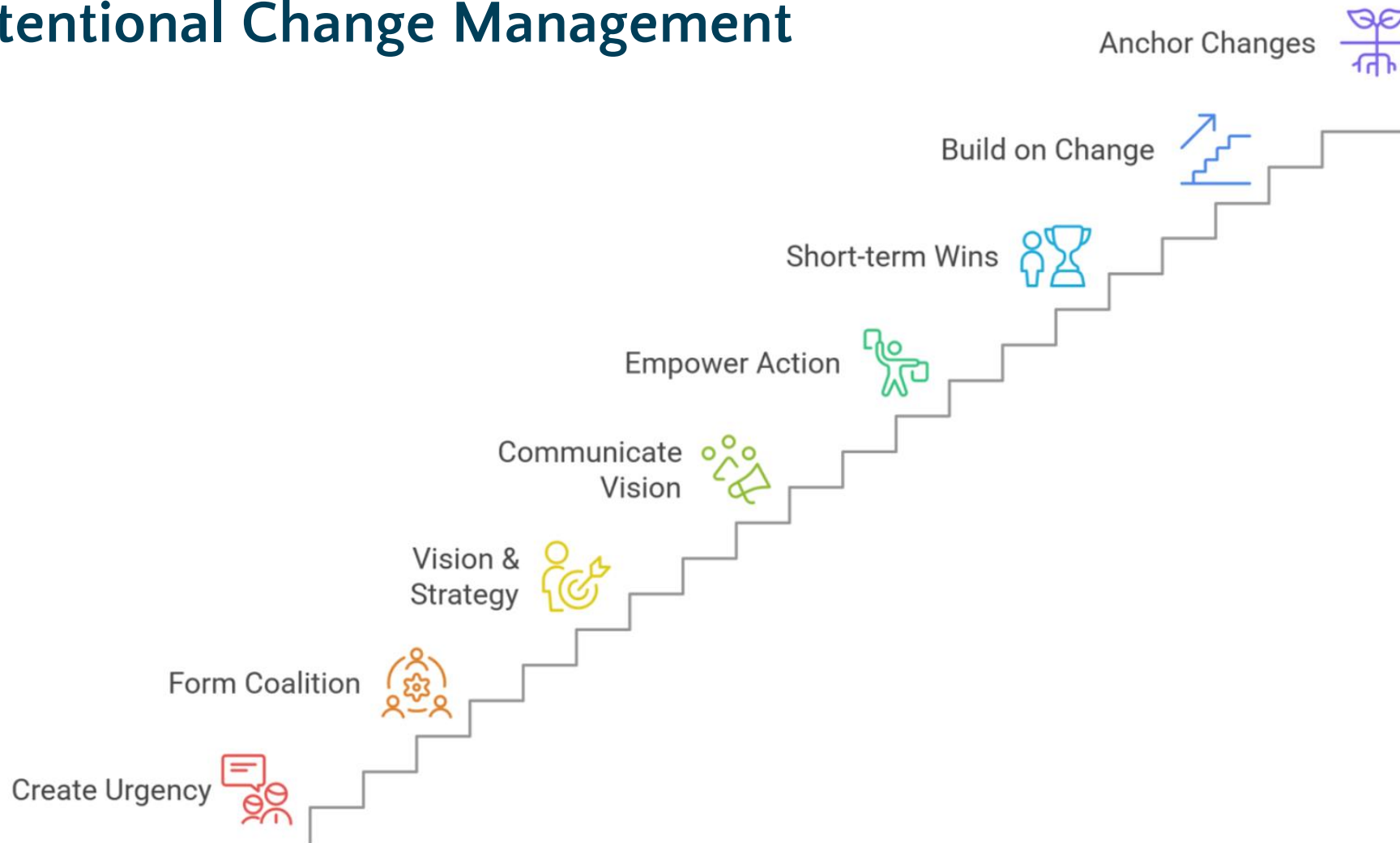
PRACTICE 1: Establish and Maintain Psychological Safety & Generative Culture

 Pathological	 Bureaucratic	 Generative
Power oriented	Rule oriented	Performance oriented
Low cooperation	Modest cooperation	High cooperation
Messengers shot	Messengers neglected	Messengers trained
Responsibilities shirked	Narrow responsibilities	Risks are shared
Bridging discouraged	Bridging tolerated	Bridging encouraged
Failure → scapegoating	Failure → justice	Failure → inquiry
Novelty crushed	Novelty → problems	Novelty implemented

Growth Culture

	Stuck	Growth
Attitude	Victim / Knower / Selfish	Player / Learner / Altruistic
Mission	Ambiguous	Clear and succinct
Vision	Ambiguous / Marginal	Impact at Scale
Value Proposition	Emotional	Evidence Based
Outcomes	Anecdotal	Independent Data
Goals	None / Unclear	SMART, BHAG
Financing	Opportunistic / Subsistence	Strategic / Scalable
Transparency	Opaque	KPIs & Dashboards
Culture	Fearful / Martyrdom	Courageous / Optimistic
Relationship to Donors	Supplicant / Help Us	Peer / Solution Provider
Leadership	Risk Averse / Frozen	Bold / Adaptive
Governance	Informal / Disengaged	Enterprise Leaders / Strategic

Practice Intentional Change Management



Identify and Manage/Exit Power Players

Dominator

Loudest and most judgemental

Confused about leadership

Interrogator

Analysis paralysis

Form of risk aversion

The Aloof

Social impact tourism

May be well-meaning

The Victim

The most risky

Manipulates kindness

Practice Good Governance

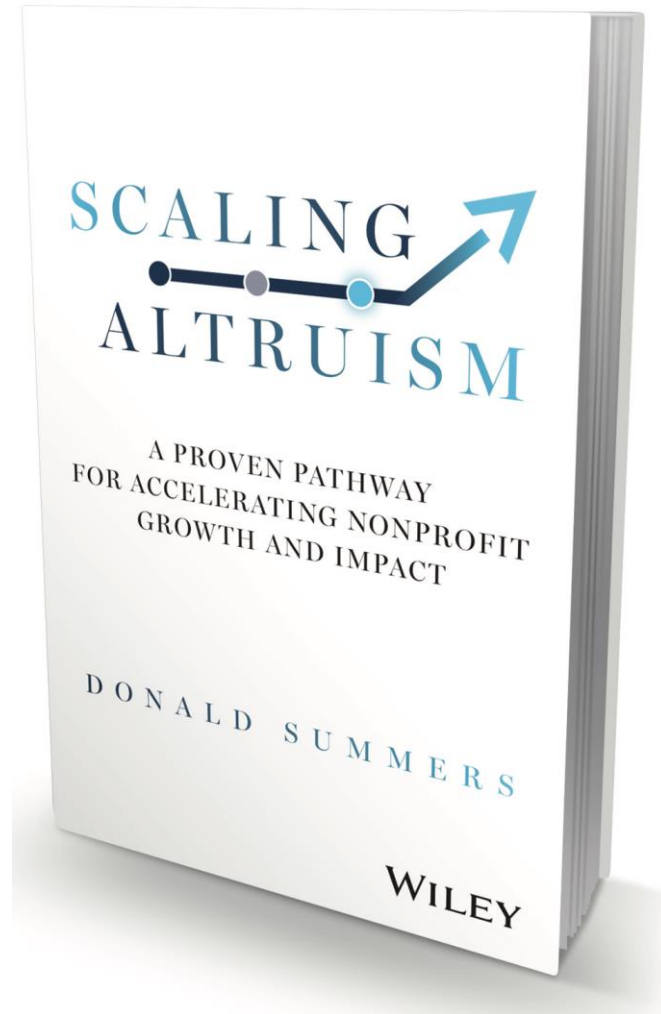
 Role	 Board	 CEO	 Management	 Staff
1. Set goals	Provide foresight	Cheerlead	Leaders	Supporter
2. Define strategy	Offer insight	Lead architect	Execute & revise	Execute & refine
3. Assess risk	Exercise oversight	Risk taker	Risk advisors	Risk monitors
4. Implement strategy	Exercise oversight	Obstacle remover	Leaders	Drivers
5. Assess results	Constructively critique	Chief quality officer	Assess results	Generate results
6. Monitor finances	Oversight, contribute leads	Chief revenue officer	Leaders	Drivers
7. Compliance	Exercise oversight	Head compliance officer	Leaders	Drivers
8. Culture	Exercise oversight	Lead culture artist	Leading culture artists	Culture artists
9. Talent	Select and supervise CEO	Select & support mgmt	Select & support staff	Support each other
10. Decisions	all As, some Bs; all 1s	all A&Bs all 1&2s	all A&Bs all 2s; some 1&3s	some Bs; all 3s

Neurobalanced Teams

	 Producer	 Administrator	 Entrepreneur	 Integrator
<i>Time</i>	Now	Past	Future	Today
<i>Output</i>	Results	Rules	Ideas	Culture
<i>Thinking</i>	Concrete	Abstract	Systemic	Relational
<i>Risk Tolerance</i>	High	Low	High	Low
<i>Analysis</i>	Literal	Literal	Metaphorical	Metaphorical
<i>Concern</i>	External	Internal	External	Internal
<i>Skill</i>	Goals	Systems	Models	People
<i>Measurement</i>	Quantity	Quantity	Quality	Quality



The complete toolkit for accelerating growth and impact



Implementation support: Altruist Impact Accelerator

altruistaccelerator.org

About AIA

- ✓ The first nonprofit accelerator for all mission types
- ✓ Self-paced, community supported, expert guidance

Contact

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