

# 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 bold, white, sans-serif font. A stylized white triangle, pointing upwards and downwards, is positioned to the left of the letter 'A'. The background of the entire slide is a dark blue space scene with a bright cyan laser beam cutting across it and a view of Earth's night side with city lights.



## 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

## EXEC DASHBOARD

Staff: bi-weekly KPI analysis  
Board: monthly dashboard



## Investment-grade business plan

Strategy, KPIs, financials

Internal + External functions

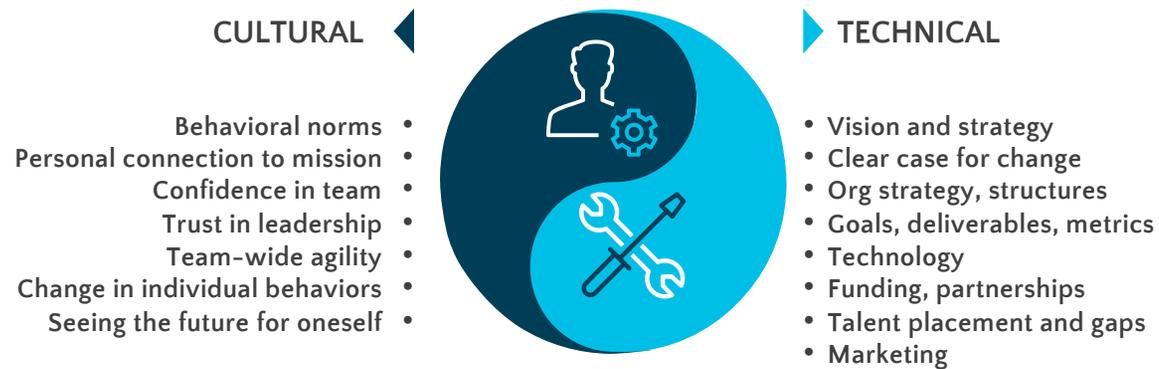
## 10x ROI (\$0.10 CPD)

6 domain strategy

Plan is chief tool



## 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

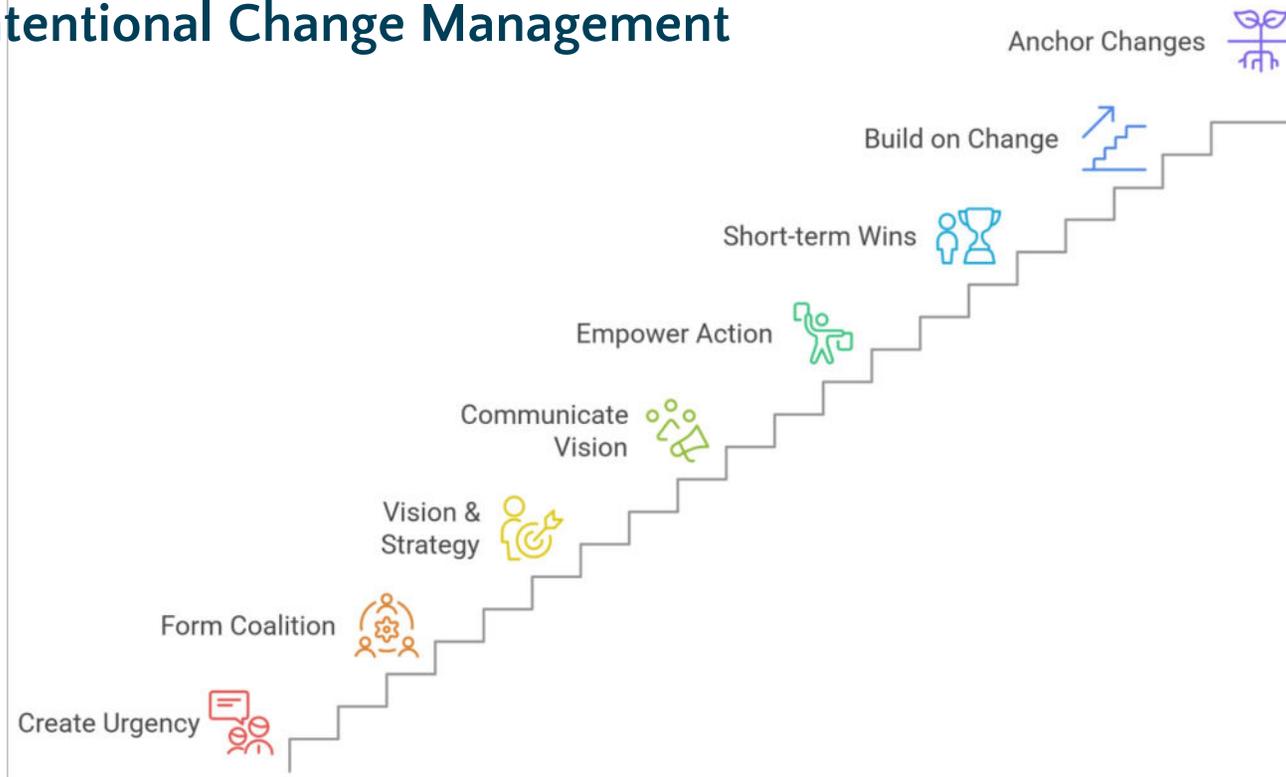
# Growth Culture



	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

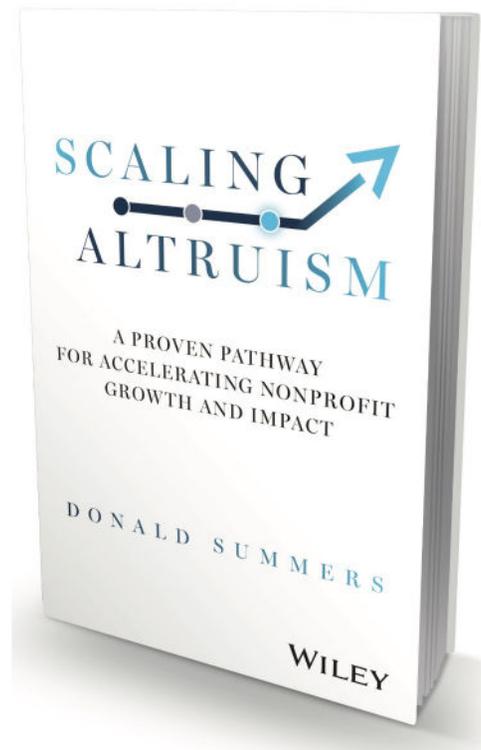
Role	Board	CEO	Management	Staff
<b>1. Set goals</b>	Provide foresight	Cheerlead	Leaders	Supporter
<b>2. Define strategy</b>	Offer insight	Lead architect	Execute & revise	Execute & refine
<b>3. Assess risk</b>	Exercise oversight	Risk taker	Risk advisors	Risk monitors
<b>4. Implement strategy</b>	Exercise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

	 <b>Producer</b>	 <b>Administrator</b>	 <b>Entrepreneur</b>	 <b>Integrator</b>
<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



 ALTRUIST



## Implementation support: Altruist Impact Accelerator

[altruistaccelerator.org](http://altruistaccelerator.org)

### About AIA

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

#### Contact

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