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Managing Upstream For Performance Measurement IN NONPROFIT ORGANIZATIONS

Performance management as a steering instrument is slowly gaining momentum in non-profit organizations.

Taking the mixed experience with performance management

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Speckbacher, G. (2003) The
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Managing Upstream For
the Third Sector : A
research agenda, in
Proceedings of 16th
International Annual EurOMA
Conference, Göteborg, Sweden
Tersine.

Performance Measurement for

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Effective Management of ...

André de Waal of the HPO Nonprofit

Center offers this more

formal definition: "A High

Performance Organization is

an organization that

achieves financial and non-

financial results that are

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exceedingly better than those of its peer group over a period of time of five years or more, by focusing in a disciplined way on that which really matters to the organization."

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challenge to deal with the

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At a high level, engagement
is built through two equally
important dimensions:

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personal motivators, such as recognition, and performance disciplines, such as performance management metrics. High-performance organizations keep a finger on the pulse of their people, regularly measuring

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Management
engagement levels and
actively managing engagement
through difficult times,
such as a reorganization or
large-scale change effort.

Management and Leadership:
Organizational Strategies

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Performance Management.

Nonprofit performance
management is a practice
that is probably being
employed, at one level or
another, by nonprofit

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directors or program
managers, though perhaps not
formally or even recognized
as such. As a concept, it may
suffer from some
definitional confusion due
to its strong association
with the field of Human

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Resources management, which
is ...

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It helps with goals,
performance and learning. 4

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Work Conditions for High
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engagement and high
performance should go
together. There are 4 ways
managers can encourage
engaged employees into high

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performance. Organizational
success (which includes the
bottom-line) is a result of
employee performance.

7 Keys of High Performance
Nonprofits - Social
Solutions

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Nonprofit organizations are now being forced to manage their activities in a more professional and corporate fashion. This book clearly and concisely shows nonprofits how to make general business management

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relevant and effective by
providing a framework for
analyzing management, and by
translating business lingo
into an accessible
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managers.

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Here is a brief overview of
ten things you should look

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for when determining if a
nonprofit organization is a
high performer: People. The

best organizations attract

and retain top talent with

competitive salaries and a

happy, supportive culture.

The notion that nonprofit

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staff should work for pennies is an outdated, unproductive one.

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Indeed, to improve the
effectiveness of a nonprofit

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organization—especially when tackling society's toughest challenges—senior executives and board members must prioritize assessment of organizational performance.

In this nonprofit management program, you will explore

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how to align mission and
strategy through performance
measurement.

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The Performance Imperative
focuses on what nonprofits

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can do to transform
themselves into “high-
performing” organizations by
upholding and follow these
seven pillars. With each
pillar, the high-performing
organizations and their
leadership teams are tasked

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with taking a look at their
operations as a whole and
seeing where improvements
can be made internally for
better external impact.

High Performance Nonprofit

Page 37/50

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High-performing teams: A timeless leadership topic |

McKinsey

The high performance
organization is a conceptual
framework for organizations

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that leads to improved,
sustainable organizational
performance. It is an

alternative model to the
bureaucratic model known as
Taylorism. There is not a
clear definition of the high
performance organization,

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but research shows that organizations that fit this model all hold a common set of characteristics. Chief among these is the ability to recognize the need to adapt to the surroundings that the ...

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Not surprisingly then, top-
team performance is a
timeless business
preoccupation. (See sidebar

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“Cutting through the clutter
of management advice,” which
lists top-team performance
as one of the top ten
business topics of the past
40 years, as discussed in
our book, *Leading
Organizations: Ten Timeless*

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organizational performance
measurement systems. Through
a powerful combination of
faculty presentations, case
studies, and group
discussions, participants

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management

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examine the rationale behind
performance measurement and
gain valuable insight into
its critical aspects.

Ten Characteristics of High
Performing Nonprofit
Organizations

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3.1.1 Concept of performance
in nonprofit organizations
... Performance management
in action, based on
performance measures and
reporting, which results in
improvements in behavior,
motivation and process that

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... gained through high-
performance measurement.
Thus, ...

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