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From Mission to Momentum

Talent, Workforce, and Executive Coaching Strategies for Nonprofits

June 10, 2026



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Speaker



Jon Fagan
Principal



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Learning Objectives



CONNECT

Mission outcomes to the roles, capabilities, and leadership behaviors your nonprofit needs now

IDENTIFY

The highest-impact talent priorities across, attraction, development, engagement & retention

DIFFERENTIATE

Differentiate executive coaching from mentoring, and performance management-and know when to use each

APPLY

Coaching micro-skills to improve leadership effectiveness and team performance



Talent strategy and constraints

Competency based hiring

Shifts the focus from credentials to capabilities

Internal mobility and workflow

Empowers employees to grow within the organization

Learning and Development

L&D can be expensive, but it doesn't always have to be. What can be done to promote L&D on a small budget.

Recognition without breaking the bank

Do you know the recognition style of your workforce. People like to be celebrated differently



Critical roles & risk



Criticality
assessment



Succession
pipeline



Continuity
planning



Flight risk
analysis

Workforce planning | burnout & turnover



- **List top six mission-critical workstreams**
- **Estimate expected demand over next 6-12 months**
- **Map current capacity (FTE/Skills)**
- **Identify gaps (quantity/skills/time)**
- **Chose actions (Simplify, stop, automate, partner, hire, develop)**



Let's work together.....

Stop

Start

Sustain



Coaching & Performance Management



Executive coaching and the leadership advantage



Goals



Experiments



Accountability



Leading by connecting



Consistent engagement



recognition and motivation



connecting to purpose



proactive issue resolution



Coaching micro steps



Connect

Reflection & Commitment

Learn what energizes and the one thing that requires improvement

Transform

Maintain motivation and prevent disengagement

Identify one skill gap per team member and co-create a 90-day development action with clear milestones

Achieve

Performance collaboration is a team sport

Celebrate wins publicly and connect individual contributions-no matter the level

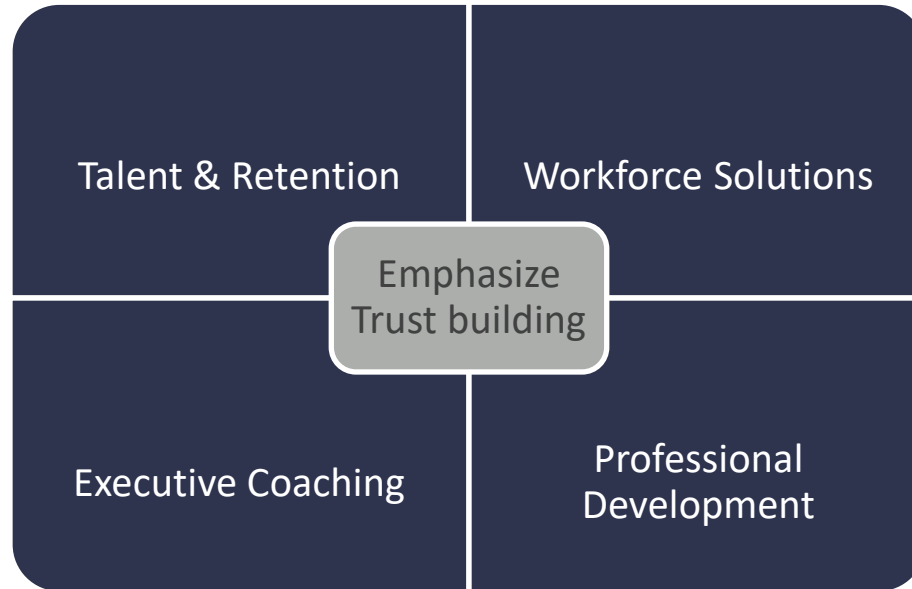




Table Exercise



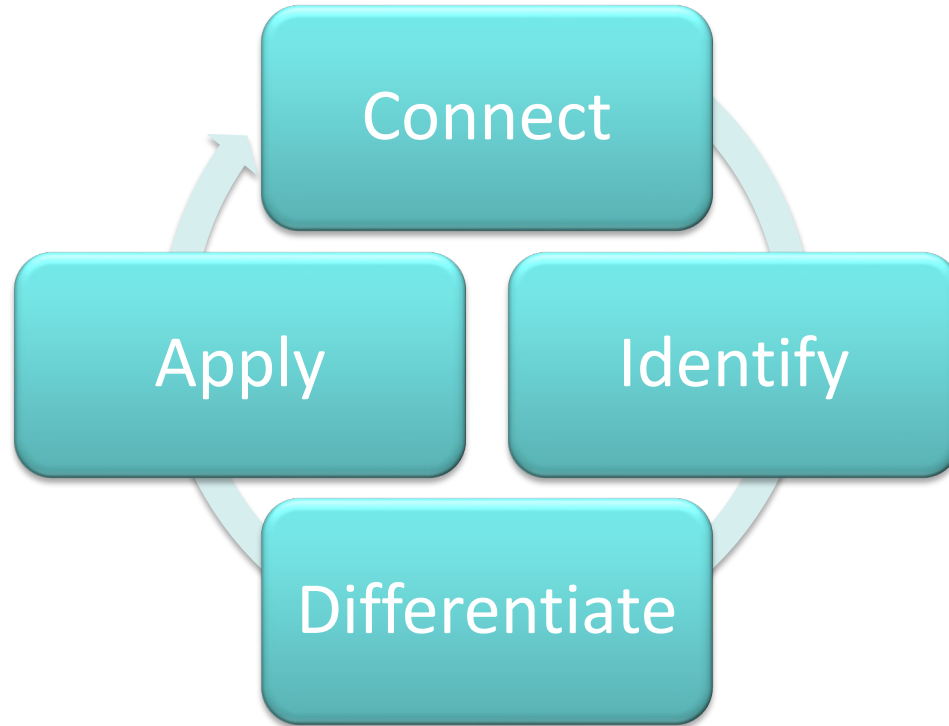
Applying Strategies-Rework



Monday morning



Stay the course.....



Thank you!

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