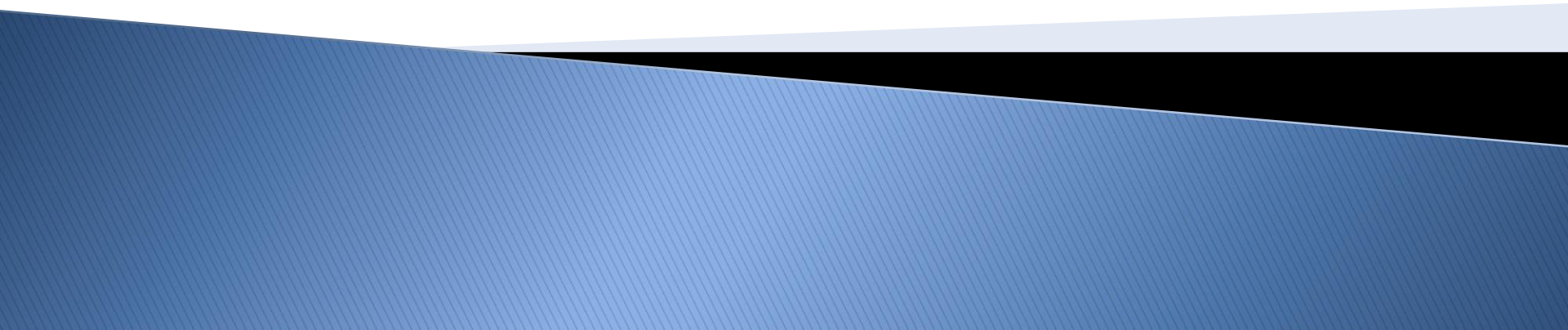
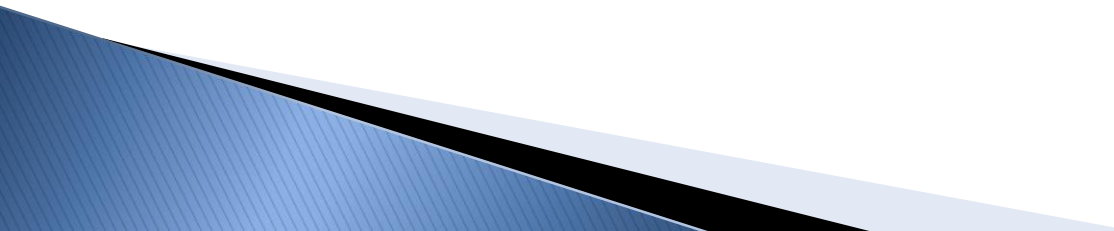


Mark Roithmayr
Chief Executive Officer
Alzheimer's Drug
Discovery Foundation



Why Leadership?

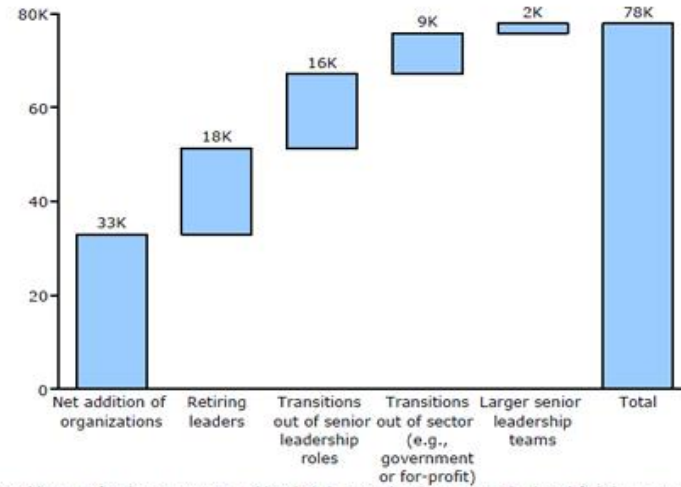
- Leadership: - lead · er · ship -\ 'lē-dər-,ship\
People Who Know How to Achieve Goals and Inspire People Along the Way
 - Why is Leadership Important?
 - Personal Definition of Leadership:
Sticking Your Head Out When You Know It's Going To Be Kicked!
- 

Non-Profit Leadership



The nonprofit sector will likely need nearly 80K new leaders in 2016

Number of new senior managers needed (2016)



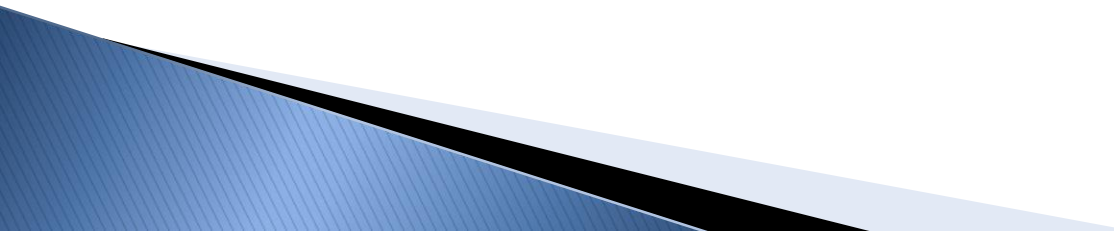
Note: Transitions out of senior management positions include EDs and senior managers that have left their current position to become a consultant or to take an unpaid volunteer or board governance role. Transitions out of the sector include EDs and senior managers that have left their current position for a job in the government or for-profit sector. Senior management is defined as the most senior tier of management that could include the COO, CFO, CDO, Head of Human Resources, Head of Marketing, Head of Programs.
Source: National Center for Charitable Statistics data; Bridgespan analysis

Why Non-Profit Leadership?

- Competition
- Economy
- Social Media
- Pending Crisis



A Career in Review

- American Lung Association
 - March of Dimes Birth Defects Foundation
 - Autism Speaks
 - Leukemia & Lymphoma Society
 - Alzheimer's Drug Discovery Foundation
- 

A Career in Leadership Moments

- Mission Feud CEO / Chair
- Field Turnaround / Credentials Questioned
- Flagship Chapter Turnaround
- September 11th
- Led Start Up / Flying a Kite in a Hurricane
- Step Child to Center Stage / Serving The Underserved



someday is today



Today We Will Cover:

- 6 Leadership Styles
- 4 Principals of Non-Profit Leadership
- Own Personal Leadership Plan
- Q & A



Six Leadership Styles



Coercive

- Immediate Compliance
- Needed in a Crisis/Turnaround Situation
- Short Term



Authoritative



- Mobilizing Toward A Vision
- Clarity...Connected to Individual Roles
- Freedom to Accomplish Clarity
- Works Best When Business is Adrift

Democratic

- Consensus Through Participation
- Solicit Input / Ideas
- Paralysis by Analysis
- Not...In a crisis
 With a Weak Team



Affiliative

- Values Emotional Bonds/Harmony
- People Come First
- Breeds Loyalty/Communication
- Left Alone: Happy People No Purpose!
- Works Well With Authoritative



Pacesetter

- Excellence/Self Direction
- Demonstrates High Standards/Leads By Example
- High Energy/High Performance
- Tends To Be: Project-based
- Short term
- Not...To be used alone



Coaching

- Future Orientated
- Identify Strengths/Weaknesses
... With A Plan
- Used Least Often!
- Works Well With Other Styles



Best Leaders

- Interchange All Six Styles
- Focus on the Big Four
- Use Coercive and Pacesetting Situationally



Four Principles of Non-Profit Leadership

- Vision
- Constituencies
- Individuals
- Implementation



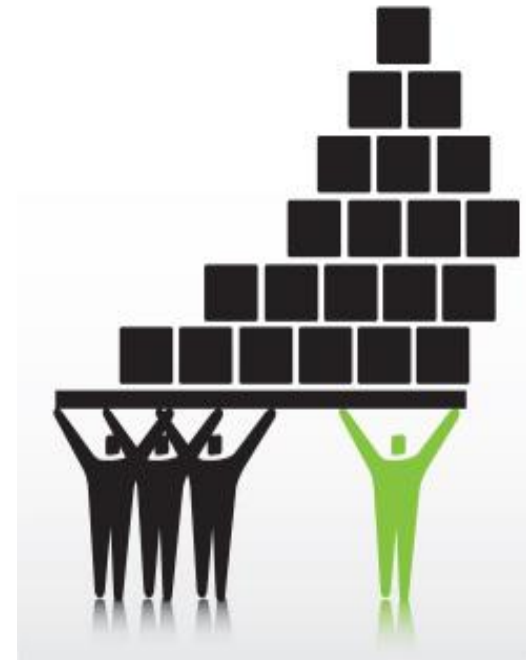
Vision

- Ability To See and Articulate a Mission Based Narrative
- Headlines With Detailed Piece-Parts
- An Excited Discipline



Constituencies

- The Internal and External Audiences That Make Up Your Vision
- Colin Powell and The State Department
- Planned Parenthood and Komen...
A Tale of Two Constituencies



Individuals

- Personalities Vs. Skills and Abilities
- Work Vs. Life
- Ability To Motivate
- Importance of Consistency



Implementation

- Feeling Vs. Action - The Discipline to Implement:
 - What a Leader Feels
 - How a Leader Acts
 - The Power of Humility
 - The Ability to Take Hills



Personal Leadership Plan



Questions & Answers



The Leader You Are!

