

*How To Get Your Next Best Job ©
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Three Parts

- ❑ People who are new to Fundraising and are looking for their 1st FR job;
- ❑ People who are in Fundraising and want a new job where they are now or are “thinking” of looking elsewhere;
- ❑ People who have been in fundraising and are looking for a “senior” or “leadership position”

1st Time “Paying” Fundraising Job

- Many people have volunteered, which is a great start to getting a job but there is a real difference between volunteering and being an employee
- Several questions you should explore that many employers will ask:
 - Why do you want to work in fundraising?
 - Why “this” organization?

Finding the 1st Time “Paying” Fundraising Job

- What top 3 skills do you think are most transferrable and why?
- Who do you know here?
- What unique contribution/creative thinking can you bring?
- Besides the “economy,” what do you think are the biggest challenges facing fundraising/our organization?
- Do you have any ideas on how we can increase our donor base?

Finding the 1st Time “Paying” Fundraising Job

□ Time for Your Questions:

(turn around is fair plan AND expected!)

- Describe to me the “governance” and “decision making process” of this organization;
- Tell me how the “team” meets; communicates; functions; shares information (even if you are applying to a small staff organization)

Finding the 1st Time “Paying” Fundraising Job

- You know my background, you know my skills, I *believe* (and *ALWAYS believe in yourself*) I can bring the organization to the next level. I *enjoy thinking critically* about the issues, coming up with some of my own ideas, LISTENING to others and together reaching some great solutions.

Moving Within or Beyond Your Current Job

Quiz Time:

- How truly unhappy are you ?
- Little more most definitely
- What is missing in your professional life?
- Are you reasonably sure some of your “personal issues” are not the real source of your unhappiness with your job?
 - My experience unhappy personal life = unhappy with current job

Moving Within or Beyond Your Current Job

□ When it is a **Good Move**:

- You have taken several steps calmly and professionally to communicate with your boss that you want to learn new skills/advance/ work with some of the leadership and nothing happened;
- Your creative and team-player ideas are not welcome or acknowledged;
- You are working in a silo and no one is sharing information/work with prospects

Moving Within or Beyond Your Current Job

- ❑ Boss does not share information about the head of the organization, board, or top donors
- ❑ You have asked for more direction, guidance, help with your assigned tasks to no avail;
- ❑ You are not formally evaluated and you are not given clear priorities (that can change or be altered as needed)

Moving Within or Beyond Your Current Job

- You lose confidence with your boss, or the leadership
- You feel in your heart you cannot “sell” the mission of the organization
- You truly do not “gel” with your co-workers

Moving Within or Beyond Your Current Job

□ When it is a **Bad Move**:

- Board is not a fundraising Board- get out!
- You have not asked to be evaluated or you have not regularly check on “the agreed upon” priorities for your work
- Organization has and will do budget cuts, staff reduction. This is an unfortunate reality right now for many organizations

Moving Within or Beyond Your Current Job

- You “heard” it is a much better fundraising environment someplace else
- Your data base has no good records – you can raise \$ by just going out and speaking with people – then be part of the “solution” and correct the data base

Moving Within or Beyond Your Current Job

- ❑ Sometimes “closed doors” are your opportunity to shine
- ❑ Use your network inside and outside the fundraising arena before you make a move
- ❑ CALL EVERYONE you know and ask their ideas about the organization you may “move to” – Laura’s story

Landing a “Leadership Position”

□ Soul Searching/Skill Searching

Questions:

- Can you do your boss’ job?
- How can you turn a crisis into a calming learning experience and move forward?
- What is on your reading list?
- What 3 leaders do you emulate and why?
- What is your vision for success in the future and where does that come from?

Landing a “Leadership Position”

- 78,000 new senior managers will be needed at nonprofit groups by 2016
 - Largely due to the increase in the number of nonprofits each year
 - Bridgespan Group

Quiz Time:

How many registered charities are there in the United States?

Landing a “Leadership Position”

- Pay close attention to what top leaders in the for profit as well as nonprofit worlds are saying:
 - Robert A. Iger, CEO Walt Disney Co. :
 - “Optimism with a dose of realism” while “being a better listener and not overreacting” is the most important lesson in leadership
 - “I love curiosity about your business, new business models, new technologies”

Landing a “Leadership Position”

□ Warren Buffett:

- “When you hire someone, you look for brains, energy, and integrity and if they don’t have the third, integrity, you better watch out because the first two will kill you.”

Landing a “Leadership Position”

- Richard Anderson, CEO Delta Airlines:
 - When I hire someone I am trying to find out “the intangibles of leadership, communication style and the ability to, today really adapt to change.”
 - Being “patient and not losing my temper is important because people look at everything you do and take a signal from everything you do.”

Landing a “Leadership Position”

□ Laura’s Advice:

- Read a management book every six weeks:

- ***The Carrot Principle***, Gostick, (How recognition and incentives drive employees to excel)
- ***Strength-Based Leadership***, Rath, (Keys to being a more effective leaders)
- ***Getting Things Done***, Allen (Reducing stress and aiding performance)

Landing a “Leadership Position”

- Beyond your resume and skills which have a proven track record:
 - Be confident not overly assertive;
 - Think in 360 degree terms – how will the smallest detail effect everyone in the organization
 - “I don’t Know” is not a weakness
 - Use your own voice
 - Be careful what you wish for – you just might land the job of your dreams!