



BWF Client Partner Series

Tahsin I. Alam and Mark Marshall



- Welcome! We are glad you have joined us.
- Use the Q&A Feature to ask questions.
- Any unanswered questions will be addressed individually after the webinar.
- Share your thoughts with us by using **#bwfwebinar**.
- For technical challenges, support is available by emailing bwf@bwf.com.

Upcoming Webinars



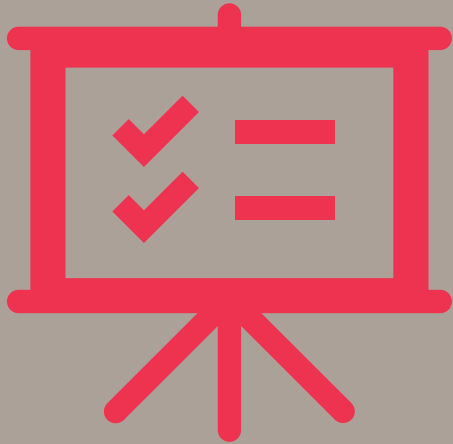
All webinars are at 2pm EST/1pm CST.

- **Monday, April 13**
**Managing your Prospect Pipeline:
Strategies During Times of Disruption**
hosted by Bond Lammey and Amy Lampi
- **Wednesday, April 15**
**Strategic Donor Engagement in the
Short-term For Long-term Success**
Hosted by Betsy Rigby and Shawn Vogen



Managing Your Talent in Times of Societal and Economic Disruption

Some Ground Rules



- Every day is new, every day has new rules.
- None of these suggestions are gospel.
- What works for one shop may not work for another.

Our Agenda

- Communication
- Engagement and Productivity
- Balancing family and children
- Budgetary realities: Hiring freezes, furloughs, and layoffs
- Reorganizing in Lean Times

What to expect when we go back to the office.



Communication

If ever there was a time to communicate...

- Expecting more from your Managers: Team meetings/huddles, stand up meetings, 1 on 1 meetings.
- Presence and humanity of leadership.
- Daily/Weekly Staff Announcements
- The power (and simplicity) of videos.
- Embrace "I don't know."



Engagement and Productivity

Engagement and Productivity

- Don't stop the training.
- Fundraisers need to communicate and learn from each other.
- Downtime activities: Special Interest Groups.
- Gallup COVID-19 Survey.
- All staff meeting? Yes!
- Sticks in the mud.

Budgetary Realities



Reality Setting In

- Hiring Freezes are here. What's next?
- Programmatic savings and reexamining team structures.
- Furlough or layoff? What's your strategy?
- Never done a Hi-Po analysis? Now might be the time.
- Immediate needs: Prospect Research and Communications.
- Get SKILLS based, do a survey.



Reorganizing in Lean Times

Getting Smart When Operating Lean

- Plan future organizational changes now
- Stress test now will show needs for the future
- Prepare dashboard indicators for economic turnaround
- The future is innovation – who is innovating now on your team?
Prepare them for leadership
- Team Leaders/VPs: Change from being a pilot to a mechanic



Back to the Future

What to Expect When We Go Back to the Office

- Highly unlikely we will go back in one wave.
- Social norms will change.
- Some managers will revert to old habits.
- Prepare for the telecommuting demand.
- Talent: The frenzy after the slump and how to prepare.

What do
you think?

Thank you!

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Additional Resources Found At:

[Bwf.com/CurrentResources](https://bwf.com/CurrentResources)



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