

TAP Talk Summary Evaluation

October 2015

Theme: Effectively Manage Your Time & Resources

Framing Question: What does it really take to develop cross-sector relationships?

Number of Participants: 50

Presenters: Al Loveland (21 Days Consulting), Jennifer Bonnett (JHB Executive Consulting)

Evaluation Response: 25 individuals responded to the overall survey

TAP Talk Objectives: By the end of the session participants have a basic understanding of;

- The effects of burnout.
- Tactical planning.
- Project and capacity planning.
- Building an infrastructure for a culture of improvement.

Desired Core Results of TAP Talk

These four results measured across most Priority Three activities.

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree
I have an increased awareness about the value of continual learning to improve my organization's work.	0	0	3	6	16
In the next three months, I intend to contact someone I met or with whom I reconnected at the TAP Talk.	0	3	5	10	7
I have an increased awareness and/or feeling that I am part of a larger network of change agents in our community.	0	0	3	10	12
I believe that I will be able to use the information, skills and/or insights I gained during this TAP Talk to help my organization or program accomplish its mission or goals.	0	0	3	9	13

What is your biggest "aha" or "take away" from this TAP Talk?

- The section on reality gaps was thought provoking
- The section on reality gaps
- The idea of displaying to the staff, volunteers and board, how metrics are used and valuable in any and all areas of the organization's operation, especially with funding.
- Employees should be part of the strategic development of an organization, and leaders should see a person's potential and capacity.
- The bit about differing "realities."
- I will invest time in our time management system to determine what eats up the hours in my day.
- Analyzing the amount of time it takes to complete a task or project is helpful in determining whether or not to take on the project, as well as an awareness of overall workload.
- Lady next to me said that her group has many "great ideas" but they are nothing unless the person who had the great idea is willing to step up and work to make it happen. The other item - time study - the group I founded is taking up more of my time now - I need to do a time study and maybe group is mature enough for others to share in the tasks.
- Great tools to use in my work and personal life.
- Use of the "Time, Investment, & Deadlines" spreadsheet as a tool to manage up! What a time study is and the value of it!
- I think talking through the reality gap with my table mates made me realize why I am not fully committed and engaged to my project. And talking with a table mate made me realize I need to discuss these factors with our founder.
- Value of time studies
- I learned personal fulfillment in work is a good way to prevent burnout. I will work to communicate with my co-workers and supervisor to make sure that my work feels personally meaningful.
- Understanding what causes burnout and the steps I need to take so it doesn't happen to me or others in my organization. Learned how to properly evaluate the time it takes to honestly complete a task and ways to accurately analyze my productivity. Plus be able to enable others within my organization to do the same for themselves.
- Two people look at the same thing very differently!
- Hearing some of the other stories made me appreciate my organization and recognize how many of the subjects discussed were already being implemented at [a local organization with which I work].
- Culture trumps strategy every time...
- Burn out can be worked out! It is still true that, "Hope is not a strategy," planning and execution are. Define "Success" for this organization
- Time study
- The time study
- One aha moment was to create organizational forms with the help create of a volunteer. Another is to make a "time study a schedule of the work I do every two hours, and decide if my time is worth the trouble of doing that particulate work.

- Knowing I am not alone in my feelings of how frustration within the nonprofit sector.
- Person sitting next to me - people have lots of ideas - ask them if they are willing to do some of the work - ideas are just ideas.

What information, if any, will you use at your organization to create strong cross-sector partnerships?

- Not a formal time study but paying closer attention to the time it takes to complete assignments/tasks.
- pay closer attention to the time it takes to complete tasks
- I will hold a meeting with volunteer leaders (we don't really have any staff), taking them through an RFP, so they can, not only learn more about the process, but also make suggestions about how we can do a better job of capturing the information that is the most critical and will create the most effective picture for others.
- We will plan projects with assignments and estimate the number of hours it will take to complete.
- Be more open with discussing my own feelings RE feeling burned out.
- Upon completion of the time management study, I will adjust my schedule to meet the pressing needs of my job.
- I will try to communicate project responsibilities in terms of time in order to have everyone on the same page regarding the seriousness of a commitment.
- Others with ideas will be expected to step up and make it happen.
- Using tools to plan activities/projects.
- I am going to do some time studies to determine how long I take to do many things and find ways to improve my efficiency based on those studies. Apply what I learn from my personal time studies to plan my strategy and tactics for taking on new nonprofit clients/projects. It will help me determine scope of work for contracts and fees for projects too. Share the knowledge about the time studies with the nonprofit clients I consult. This seems like a very valuable tool to share with the nonprofit organizations I seek to impact.
- I think after talking to our founder about how we can focus our energy on perfecting the schools we are currently in rather than reaching to gain 100+ schools.
- May do or encourage the use a time study, offer more solutions to identified challenges to leadership
- I will communicate more honestly and openly.
- I will share what I learned with the rest of my board and our Executive Director in the hope we can work together to improve our employees work environment and enhance our overall productive for everyone, especially our clients.
- Time study. What should we continue to do, stop doing & ask or hire somebody else to do!
- It was a great experience no changes necessary.
- Focus on learning/training for staff
- Discuss tracking purpose and results Isolate and prioritize the critical actions needed.
- Implement procedures to minimize attrition and burnout by using employee's capacities and skills effectively.
- Better communication with ED
- I will work on putting out ads to find someone to write grants for us.
- Time management evaluation.
- I will do a time study.

I attended the TAP Talk because...

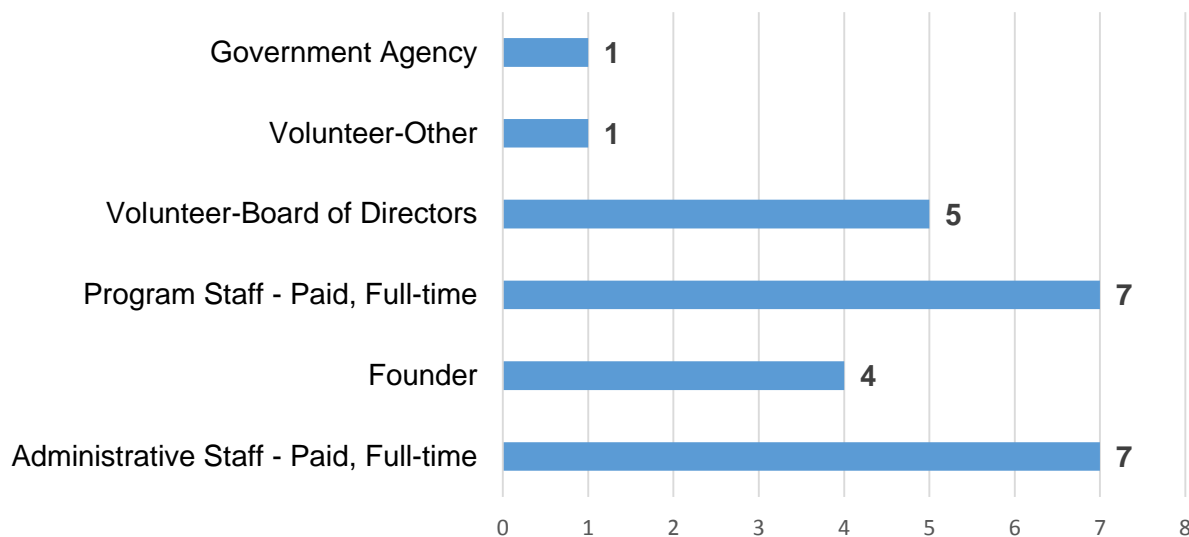
	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree
It was free	0	1	6	6	12
The topic was relevant to my work	0	0	0	5	21
The interactive format is an effective way to learn	0	1	1	8	15
It is an opportunity for quality professional development	0	1	1	8	15

Value

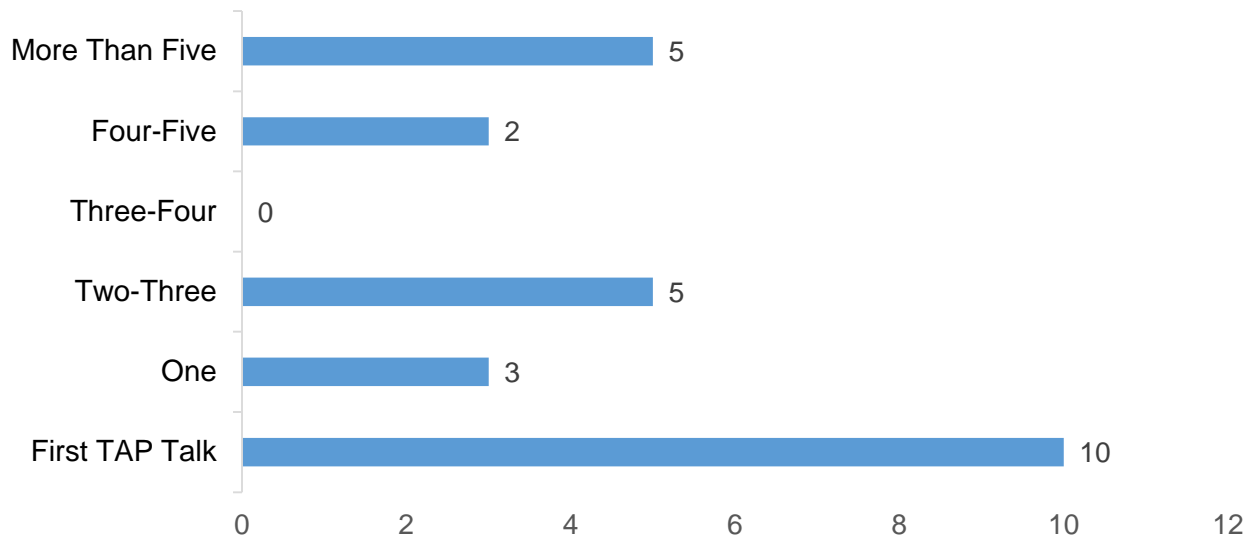
The perceived value of the TAP Talk by 18 of the 25 evaluation respondents was an average of \$35 per person. The actual cost of the TAP Talk was nearly \$52 per person for approximately 50 participants. SLHI’s TAP Talk investment indirectly impacts an estimated 419,650, the approximate number of people served by the 25 evaluation respondents, for approximately one penny per person.

Participant Information

For the organization you are representing today, please choose the closest description. Check all that apply.



How many TAP Talks have you previously attended?



Final Comments

- The sound quality of this facility was poor. The speakers should have used the microphone.
- Very glad Al Loveland invited me.
- I really enjoyed this talk, and regret I had to leave a touch early for a meeting. I will look forward to the next one.
- Thank you!
- Best ways of fundraising for small nonprofits