

R E V I S E D E D I T I O N

The Drucker Foundation Self-Assessment Tool

PROCESS GUIDE

By Gary J. Stern

**Introduction by Peter F. Drucker
Foreword by Frances Hesselbein**



**The Peter F. Drucker Foundation
for Nonprofit Management**

The Drucker Foundation Self Assessment Tool Process Guide

**Frances Hesselbein, Marshall
Goldsmith**

The Drucker Foundation Self Assessment Tool Process Guide:

The Drucker Foundation Self-Assessment Tool Process Guide Gary J. Stern, Peter F. Drucker Foundation for Nonprofit Management, 1999 This self assessment tool for non profit organizations provides help in clarifying an organization s mission and plan This revised edition contains a new emphasis on implementing the discoveries made in the assessment process

The Drucker Foundation Self-Assessment Tool (SAT II) Set, (includes the Revised Process Guide & 10 Participant Workbooks) Peter F. Drucker, Gary J. Stern, 1998-10-16 This is a time to shape the future precisely because everything is in flux This is a time for self assessment clear minded decisions and above all a time for action Peter F Drucker As a tool for clarifying the thinking of volunteer boards the Self Assessment Tool is unparalleled This is a real way to develop a language get to the critical issues and move on the most practical and efficient method I have seen As facilitator of over 175 retreats it is the best thing I ve used and I appreciate the enhancements and improvements Peggy Outon board chair National Alliance for Nonprofit Management Since its publication in 1993 the best selling Drucker Foundation Self Assessment Tool has helped countless nonprofit boards executives and teams to rediscover the direction and potential of their organizations The revised edition now offers even more powerful guidance to help organizations uncover the truth about their performance focus their direction and take control of their future The Process Guide provides step by step guidelines and resources while this Participant Workbook presents thought provoking introductions and easy to follow worksheets Here specific and concise directions help facilitators promote discussion and assist in the self assessment process Participants will not only gain new insights about their organization s potential but also forge strategies for implementation and future success Purchase your 5 Participant Workbooks now at this discounted price

Peter Drucker's The Five Most Important Question Self Assessment Tool Frances Hesselbein Leadership Institute, 2010-11-09 The Leader to Leader Institute s best selling The Five Most Important Questions Self Assessment Tool has helped facilitators leaders and consultants guide thousands in unleashing their organizations full potential in serving their mission and clients The third edition of this critical resource builds on the original and offers facilitators working with nonprofits and social sector organizations as well as business and government a clear and accessible model for helping participants achieve results that align mission goals and plans At the heart of this tool are Peter F Drucker s enduring The Five Most Important Questions that facilitators use to lead participants in addressing the critical things that make their organizations viable and valuable entities When answered thoughtfully and addressed with purpose these questions take one down a path of organizational transformation that leads to impact and success The Facilitator s Guide includes Steps for designing and conducting an organizational self assessment including how to gain commitment and form a team set goals gather and analyze data prepare for and engage in facilitated dialogue and how to create action by appraising and implementing strategic and operational plans Workshop preparation including how to deliver two day full day and half day workshops and resources to help you design and prepare a workshop An introductory

workshop script with step by step guidance preparing you to deliver the information participants need A Microsoft PowerPointTM presentation for running a workshop A bound in copy of the Participant Workbook Praise for the Facilitator s Guide Self Assessment Tool Time and again Drucker s The Five Most Important Questions have proven to be the most effective way for nonprofit organizations to conduct self assessment and develop plans that will help them achieve real and lasting results Cathey Brown founder and CEO Rainbow Days Inc and 2001 Frances Hesselbein Community Innovation Fellow The Five Most Important Questions Self Assessment Tool is a gift to the social leadership sector from the late management guru Peter Drucker and the Leader to Leader Institute It makes incredible sense it is easy to use and lays the foundation for strategic planning Irv Katz president and CEO National Human Services Assembly A must read for social entrepreneurs who are seeking to dramatically grow their organization s impact without losing sight of the heart of their mission Iris Y Chen president and CEO I Have A Dream Foundation High performing organizations and individuals know that self assessment through Drucker s The Five Most Important Questions is the starting point for defining today and making tomorrow Lee H Igel assistant professor New York University and president Peter F Drucker Society of New York City This nuts and bolts guide has become my compass for urging leaders and managers to ask the right questions to look beyond what they thought they knew and to focus on being relevant tomorrow rather than resting on yesterday s achievements Lieutenant Commander Carla J Grantham U S Coast Guard retired Congressional Liaison for Diversity Recruitment and Talent Management U S Coast Guard

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future precisely because everything is in flux This is a time for self assessment clear minded decisions and above all a time for action Peter F Drucker As a tool for clarifying the thinking of volunteer boards the Self Assessment Tool is unparalleled This is a real way to develop a language get to the critical issues and move on the most practical and efficient method I have seen As facilitator of over 175 retreats it is the best thing I ve used and I appreciate the enhancements and improvements Peggy Outon board chair National Alliance for Nonprofit Management Since its publication in 1993 the best selling Drucker Foundation Self Assessment Tool has helped countless nonprofit boards executives and teams to rediscover the direction and potential of their organizations The revised edition now offers even more powerful guidance to help organizations uncover the truth about their performance focus their direction and take control of their future The Process Guide provides step by step guidelines and resources while this Participant Workbook presents thought provoking introductions and easy to follow worksheets Here specific and concise directions help facilitators promote discussion and assist in the self assessment process Participants will not only gain new insights about their organization s potential but also forge strategies for implementation and future success Purchase your 5 Participant Workbooks now at this discounted price **The Drucker Foundation**

Self-Assessment Tool (SAT II) Set, (10 pack set) Peter F. Drucker,Gary J. Stern,1998-11-05 This is a time to shape the future precisely because everything is in flux This is a time for self assessment clear minded decisions and above all a time for action Peter F Drucker As a tool for clarifying the thinking of volunteer boards the Self Assessment Tool is unparalleled This is a real way to develop a language get to the critical issues and move on the most practical and efficient method I have seen As facilitator of over 175 retreats it is the best thing I ve used and I appreciate the enhancements and improvements Peggy Outon board chair National Alliance for Nonprofit Management Since its publication in 1993 the best selling Drucker Foundation Self Assessment Tool has helped countless nonprofit boards executives and teams to rediscover the direction and potential of their organizations The revised edition now offers even more powerful guidance to help organizations uncover the truth about their performance focus their direction and take control of their future The Process Guide provides step by step guidelines and resources while this Participant Workbook presents thought provoking introductions and easy to follow worksheets Here specific and concise directions help facilitators promote discussion and assist in the self assessment process Participants will not only gain new insights about their organization s potential but also forge strategies for implementation and future success Purchase your 5 Participant Workbooks now at this discounted price **Starting a Nonprofit at Your Church** Joy Skjegstad,2002-06-01 A large and growing number of congregations are setting up church based nonprofit organizations in order to operate community development or educational programs Once formed the nonprofit structure allows for new opportunities for accessing additional funding and drawing new collaborative partners and volunteers into the ministry Joy Skjegstad outlines the step by step procedures for setting up a 501 c 3 nonprofit organization connected to a congregation using simple easy to understand terminology and plenty of examples from churches that have already taken on

this task Whether a congregation is setting up new program or has an established nonprofit that needs to be restructured or redefined congregations will find helpful guidance in this practical experience based book **Mastering the Management Buckets** John Pearson,2008-05-01 In the most practical humorous and fast moving chapters you ve ever read on business and non profit leadership and management this in the trenches management expert presents his 20 Management Buckets System for understanding and organizing your important mission When you don t know what you don t know says John Pearson with 30 years of CEO experience the Law of Unintended Consequences will derail you every time Based on Pearson s 48 hour Management Buckets Workshop Experience Mastering the Management Buckets offers detailed implementation tools including 99 practical takeaways that a leader could implement immediately plus nine management breakthrough strategies Learn how The People Bucket The Donor Bucket The Hoopla Bucket The Customer Bucket and others can make or break your organization For managers and leaders to use on their own in weekly staff meetings mentoring young leaders and managers and a host of other ways [The Drucker Foundation Self-Assessment Tool](#) Peter F. Drucker Foundation for Nonprofit Management,1998-10-23 Peter F Drucker Foundation for Nonprofit Management As a tool for clarifying the thinking of volunteer boards the Drucker Self Assessment Tool is unparalleled This is a real way to develop a language get to the critical issues and move on the most practical and efficient method I have seen As facilitator of over 175 retreats it is the best thing I ve used and I appreciate the enhancements and improvements Peggy Outon board chair National Alliance for Nonprofit Management The Drucker Foundation s Self Assessment Tool has made a lot of changes in the way we do business The workbook was a good beginning The interactions and homework reports on flip chart paper were a vital part of this learning process Sue H Brown executive director Senior Centers of Spartanburg County Inc The results far surpassed our expectations The Drucker Process literally revitalized the organization The board members have rallied around a new mission statement taken on a variety of tasks and designed new programs which are very realistic Beth S Cole former executive director American Academy of Home Care Physicians For over fifty years Peter F Drucker has shared his wisdom with organizations in the private public and nonprofit sectors The Drucker Foundation Self Assessment Tool puts his invaluable management experience into your hands and gives you the means to rediscover the mission and potential of your nonprofit organization Originally published in 1993 the best selling Self Assessment Tool has helped and inspired nonprofit boards executives and teams to apply Drucker s insights to their organizations needs Based on extensive user feedback and research the new and improved Participant Workbook has been streamlined for greater flexibility and focus The revised Participant Workbook presents Peter Drucker s Five Most Important Questions and fully updated worksheets There is no right way to use this tool you make it your own Its clear directions and straightforward method make it easy to implement with groups of any size management level or planning experience By the And of the self assessment process participants will not only have a stronger understanding of their mission values and customers but also an effective plan to apply what they learned Multiple

Uses for the Self Assessment Tool The leadership team the chairman of the board and the chief executive can lead the organization in conducting a comprehensive self assessment refining mission goals and results and developing a working plan of action Teams throughout the organization can use the Tool to invigorate projects tailoring the process to focus on specific areas as needed Governing boards can use the Tool in orientation for new members as means to deepen thinking during retreats and to develop clarity on mission and goals Universities and colleges can use the Tool as a guide for field projects with organizations from the nonprofit business and government sectors and as a resource for boards and faculty Working groups from collaborating organizations can use the Tool to define common purpose and to develop clear goals programs and plans *The Organization of the Future 2* Frances Hesselbein, Marshall Goldsmith, 2009-01-27 With 26 inspiring chapters this book celebrates the wisdom of some of the most recognized thought leaders of our day emerging and established experts who share their unique vision of what the organization of the future should look like and must do to survive in the turbulent 21st Century Outsmart Your Rivals by Seeing What Others Don t Jim Champy Organization Is Not Structure but Capability Dave Ulrich Norm Smallwood The Leader s Mandate Create a Shared Sense of Destiny James M Kouzes Barry Z Posner A Different Kind of Company Srikumar S Rao Free to Choose How American Managers Can Create Globally Competitive Workplaces James O Toole Managing the Whole Mandate for the Twenty First Century Ditching the Quick Fix Approach to Management Paul Borawski Maryann Brennan The Values That Build a Strong Organization Thomas J Moran Revisiting the Concept of the Corporation Charles Handy Mobilizing Emotions for Performance Making the Most of the Informal Organization Jon R Katzenbach Zia Khan Beyond Retirement Mature Workers Are Essential Talent for Organizations of the Future Richard J Leider The Best Hope for Organizations of the Future A Functioning Society Ira A Jackson Reframing Ethics Spirit and Soul Lee G Bolman Terrence E Deal Environment Drives Behavior and Expectations Bill Strickland with Regina Cronin Dynamic Organizations for an Entrepreneurial Age Christopher Gergen Gregg Vanourek Multidimensional Multinational Organizations of the Future Jay R Galbraith Designing Organizations That Are Built to Change Edward E Lawler III Christopher G Worley Refounding a Movement Preparing a One Hundred Year Old Organization for the Future Kathy Cloninger Three Challenges Facing Nonprofits of the Future People Funding and Strategy Roxanne Spillett Pioneering the College of the Future Building as We Walk Darlyne Bailey The Organization of the Future Will Foster an Inclusive Environment Lee Cockerell The Leader as Subculture Manager Edgar H Schein The New High Performance Horizontal Organization Howard M Guttman The Leadership Blueprint to Achieve Exponential Growth David G Thomson Leadership Judgment The Essence of a Good Leader Noel M Tichy Christopher DeRose The Leader of the Future William A Cohen Leadership by Perpetual Practice Debbe Kennedy **The Drucker Foundation Self-Assessment Tool for Nonprofit Management** Peter F. Drucker, 1993-11-01 This complete package includes one User s Guide and ten Participant s Workbooks which provide an overview of the self assessment process and offer guidelines for facilitators The workbooks

guide participants through a series of worksheets toward greater understanding of their organization s mission and direction Directive graphics and worksheets The Nonprofit Manager's Resource Directory Ronald A. Landskroner,2002-04-30 A newly revised and updated edition of the ultimate resource for nonprofit managers If you re a nonprofit manager you probably spend a good deal of your time tracking down hard to find answers to complicated questions The Nonprofit Manager s Resource Directory Second Edition provides instant answers to all your questions concerning nonprofit oriented product and service providers Internet sites funding sources publications support and advocacy groups and much more If you need help finding volunteers understanding new legislation or writing grant proposals help has arrived This new updated edition features expanded coverage of important issues and even more answers to all your nonprofit questions Revised to keep vital information up to the minute The Nonprofit Manager s Resource Directory Second Edition Contains more than 2 000 detailed listings of both nonprofit and for profit resources products and services Supplies complete details on everything from assistance and support groups to software vendors and Internet servers management consultants to list marketers Provides information on all kinds of free and low cost products available to nonprofits Features an entirely new section on international issues Plus 10 bonus sections available only on CD ROM The Nonprofit Manager s Resource Directory Second Edition has the information you need to keep your nonprofit alive and well in these challenging times Topics include Accountability and Ethics Assessment and Evaluation Financial Management General Management Governance Human Resource Management Information Technology International Third Sector Leadership Legal Issues Marketing and Communications Nonprofit Sector Overview Organizational Dynamics and Design Philanthropy Professional Development Resource Development Social Entrepreneurship Strategic Planning Volunteerism The Leader of the Future 2 Frances Hesselbein,Marshall Goldsmith,2011-02-17 The Leader of the Future 2 follows in the footsteps of the international bestseller The Leader of the Future which has been translated into twenty eight languages and is one of the most widely distributed edited collections on leadership to date In twenty seven inspiring and insightful essays this book celebrates the wisdom of some of the most recognized thought leaders of our day who share their unique vision of leadership for the future Returning Contributors Ken Blanchard with Dennis Carey Stephen Covey Marshall Goldsmith Charles Handy Sally Helgesen Rosabeth Moss Kanter Jim Kouzes Barry Posner Richard Leider Ed Schein Peter Senge and Dave Ulrich with Norm Smallwood New Contributors John Alexander Darlyne Bailey Howard Gardner with Lynn Barendsen Usman Ghani Ronald Heifetz Joe Maciariello Jan Masaoka John Mroz Brian O Connell Jeff Pfeffer Ponchitta Pierce Srikumar Rao General Eric Shinseki R Roosevelt Thomas Noel Tichy with Chris DeRose and Tom Tierney Hesselbein and Marshall Goldsmith one of the USA s top executive coaches edited the collection The Leader of the Future 2 Its 27 eloquent essays provide a kind of hopeful idealistic best case scenario for future leaders of non profits and businesses This is not a cookie cutter how to approach The job of the essayists is to provide food for thought and goals The high quality of writing here should inspire anyone who has aspirations

for leadership Bruce Rosenstein USA Today **Meeting the Collaboration Challenge Workbook** Peter F. Drucker Foundation for Nonprofit Management,2002-05-24 In his award winning book The Collaboration Challenge James E Austin demonstrated how nonprofits and businesses can succeed through strategic alliances Now in Meeting the Collaboration Challenge the Drucker Foundation provides specific guidance to help nonprofits of every size put collaboration into practice This workbook its companion videotape and The Collaboration Challenge help your nonprofit organization further its mission through strategic alliances with businesses Meeting the Collaboration Challenge emphasizes the assets and capabilities that nonprofit organizations bring to alliances with business It presents a four phase process of preparing your organization for alliances planning alliances developing alliances and renewing alliances Each phase is intended to encourage participation in successful nonprofit business alliances and to organize information and guide discussions about them Its practical resources help to Identify assets and capabilities a nonprofit might provide and benefits it might seek in alliances Review strategic goals and readiness for developing alliances Research each potential alliance to assess strategic fit and opportunities Discover additional businesses with which a nonprofit might create alliances Design a marketing approach for each alliance Develop the management plan for each alliance Appraise each alliance and its potential Through this systematic process for developing your nonprofit s alliances with businesses you can build collaboration that benefits both partners and the customers and communities they serve *Leading Beyond the Walls* Frances Hesselbein,Marshall Goldsmith,Iain Somerville,2001-01-19 Beyond the walls is a battle cry that mobilizes The walls that surround us protect us and embrace us can also inhibit movement limit understanding restrict engagement and diminish our relevance in the wider world I realized that my walls and the walls of leaders everywhere were not only the walls of current policy practice procedure and assumption but also the walls of the past safe familiar and secure This recognition was just the first of several as we worked through a process to take ourselves and our organizations beyond the walls to new levels of performance and positive changes in the lives of people from the Introduction by Frances Hesselbein In Leading Beyond the Walls twenty nine great thinkers examine leaders adept at establishing partnerships alliances and networks both within and outside their organizations They address the challenge of leading in an age when the old rules and conventional boundaries no longer exist

Peter F Drucker Stephen R Covey Peter M Senge Jim Collins Noel Tichy Regina E Herzlinger C K Prahalad and Sally Helgesen are among those who explore new ways of building relationships new approaches to strategy and marketing new models of employee relations and other innovations Their essays herald a new world where success comes to those willing to move beyond the walls of tradition and inertia To read the first chapter from this book click here **Leader to Leader 2** Frances Hesselbein,Alan R. Shrader,2008-03-28 Leader to Leader 2 brings together the best and most popular articles from the award winning journal Leader to Leader by some of the best selling authors and thought leaders of our day With thirty five new chapters not included in the previous volume this book is designed as a resource for leaders at all levels Each of the

book's five parts opens with guidance and ideas on how to enact the concepts discussed practical action steps thought provoking questions and handy tools The Parts include Understanding Leadership Improving Your Personal Effectiveness Developing People and Teams Leading High Performance Organizations Leading Strategically in a World That Demands Innovation Authors Include David Allen Ram Charan Clayton Christensen Stephen Covey Marshall Goldsmith Bill George Andy Grove Rosabeth Moss Kanter Beverly Kaye Jim Kouzes Barry Posner Patrick Lencioni Peter Senge Margaret Wheatley and more The Complete Guide to Nonprofit Management Smith, Bucklin & Associates, 2000-07-19 In an updated second edition this popular how to book addresses such vital issues as the importance of mission statements the board of directors role in daily operations planning a publicity campaign coordinating special conventions basic office management and information services Charts graphs Enterprising Nonprofits J. Gregory Dees, Jed Emerson, Peter Economy, 2002-03-14 A hands on resource that shows nonprofits how to adopt entrepreneurial behaviors and techniques The rising spirit of social entrepreneurship has created all kinds of new opportunities for nonprofit organizations But at the same time many are discovering more than their share of challenges as well This essential book will help anyone in the field gain the necessary skills to meet these challenges Written by the leading thinkers and practitioners in the field Enterprising Nonprofits offers concise and engaging explanations of the most successful business tools being used by nonprofits today The authors clearly describe all the concepts so you'll be able to embrace the methods of social enterprise for your organization With this book you'll learn how to use practical business techniques to dramatically improve the performance of your nonprofit Praise for Enterprising Nonprofits I can't imagine a better team to bring powerful insights and practical guidance to social entrepreneurs Readers will be inspired by the examples and then they will roll up their sleeves to apply the many useful management tools in this engaging book Rosabeth Moss Kanter Harvard Business School Author of *Evolve Succeeding in the Digital Culture of Tomorrow* In one book Enterprising Nonprofits does for social entrepreneurs what countless volumes have done for entrepreneurs in the business sector A wonderful mixture of analysis practical advice and inspiration Paul Brest President William and Flora Hewlett Foundation All of the royalties from this book will be used by the Ewing Marion Kauffman Foundation to support continuing work on social entrepreneurship **The Drucker Foundation** Frances Hesselbein, 1997 This most recent title in the Drucker Foundation Future series is a compilation of essays written by authorities in the field of leadership and organization providing an insightful look at how organizations and their leaders must evolve in order to survive Integrating Capacity Development Into Project Design and Evaluation Charles Lusthaus, Marie-Hélène Adrien, Peter Morgan, 2000

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