common impact

CELEBRATING 15 YEARS
ANNIVERSARY

Talent Development Toolkit

Skills-based volunteering is one of the strongest experiential learning opportunities out there for your employees. Whether you're looking to develop basic functional skills in junior employees, cultivate your high performers into the next level of leadership, or trying to build, reshape or reinforce your company culture, there's a pro bono consulting engagement that will enable you to reach your goals. And, while you're strengthening your people, you're amplifying the impact of nonprofit organizations through critical capacity building work. Ultimately, these experiences sustain your company, your employees and your community.

Sound good, but wondering how to get started? Take a look at the people, skills, approach and solutions that will help you get started in thinking about what community-based experiential learning program is right for you.

Choose your Approach

Open

Skills-based volunteering develops and hones the skills of your employees even if you don't target specific employees or skill sets. An open approach allows any employees, with a skill set that matches the nonprofit need, to participate in a skills-based project and benefit from the professional development inherent in a strategic consulting engagement.

Targeted

A targeted approach hones in on talent and leadership development of specific employees. This program is crafted to specifically target the skills that are identified as critical to those employees, and results are measureable.

Integrated

An integrated approach connects your company's pro bono program to its talent and leadership development program, such as a leadership rotation program. These programs are designed specifically to achieve enterprise-wide talent goals, and have the most tangible and measureable business impact.

Choose your People

The People	Who Are They?	What Do They Need?
New Hires	New to the workforce and your company culture	**The Basics:** Get them up to speed on the systems and culture that make your company hum. Introduce them to workplace basics such as meeting facilitation and communication as they start to develop their own unique workstyle.
Emerging Leaders	Employees who are 10+ years into their career and are being groomed for the next level of leadership	**Leadership:** Increase their comfort with leadership and executive functions, while managing ambiguity, complexities and people
Senior Leaders	Your top level leaders who you want to retain and keep current on innovations in the field	**A Fresh Environment:** Provide them with a change of pace and ability to flex their talents in a new environment while being exposed to emerging technologies and innovations
Remote Workforce	Your flex or global office employees that are a critical part of your team, from afar	**Connectedness:** Provide your on-site and remote teams a chance to work together, develop cultural competencies and empathy for different work environments within your company

Key Talents and Skills

Workplace Skills	Functional Skills	Leadership Skills	Tools & Systems
Meeting Facilitation	Technology	Navigating Ambiguity & Complexity	Cloud Platforms
Proactive Communication	Marketing	Customer & Client Focus	Social Media
Cultural Contribution	Finance	Adaptability	Communication Systems
	Operations	Executive Presence	People Management Process
	Strategy	Management & Mentoring	
	Project Management	Creative Problem Solving	
		Influencing	

The Skills-Based Solution

Population	Workplace	Functional	Leadership	Tools & Systems
New Hires	A team based project with built in exposure to more tenured employees, such as a coach, to immerse the new hires into your workplace culture	A concrete, narrow project focus that has an easy-to-visualize outcome (the development of a database or piece of marketing collateral)	Exposure to influencing and informal leadership through targeted interactions with nonprofit leadership and team mentors	Project that utilizes the types of systems that you use at your company (Salesforce, Microsoft 365, GoToMeeting, etc.)
Emerging Leaders	A project where the workplace that is different from your company's environment in order to hone adaptability and client facing skills	A project with a broader and more ambiguous focus, allowing your employees to actively scope a project, identify core challenge areas and manage multiple functional areas	Placement in a management or coaching role, role where executive level presentation and command is needed	Introduction to systems that help track and manage the work of others, as well as executive and strategic consulting
Senior Leaders	Remove from comfort zone by exposing them to a new, less familiar workplace where they don't have formal power	A project that enables your employee to translate their area of expertise into a new field, such as placing a senior level marketing employee on a rebranding strategy project	Team based project that helps your employees think about how to translate their "special sauce" -- institutional and leadership knowledge -- to a successor	Exposure to emerging technologies and trends that may not have existed when they first learned their craft
Remote Workforce	A virtual pro bono experience with a mix of on-site and remote workers that mimics an internal project	A project that plays to your employees existing functional strengths. The significant stretch for these projects rests in workplace and leadership growth	Swap employee's internal roles to build empathy for culture and colleagues	Projects that utilize the same cloud communication and management systems that are being utilized at work