

Nonprofit Popup Series: Identifying Organizational Values

Facilitated by:

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Format for today's session

- Why prioritize values?
- What are core values?
- Identifying personal values
- Identifying organizational values
- Operationalizing values



Why should nonprofit organizations prioritize values?





What are core values?

- “a set of beliefs or opinions that influence how you live your life.”
 - Values are ideas that are important to you personally and shape who you are as an individual
- ***“The choices we make and the actions we take are the best reflections of the things we value”***

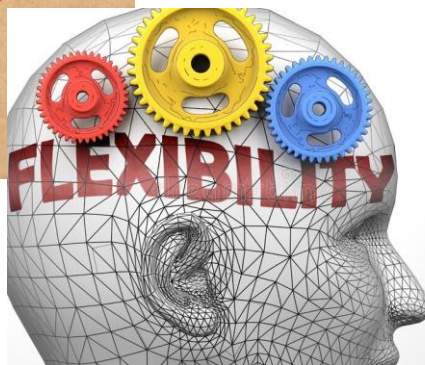


static or changing?

Are values a reflection of who we are, or of who we want to be?



Mindfulness





Identifying your personal core values

- 1) Make a copy of the worksheet and of the core values table
- 2) Individual work: Identify your top 5 values
- 3) Small groups: Round robin conversation - pick one value per person. What does this value look like in terms of behavior or actions? How do you know when you are living into your values?
- 4) Full group: What was hard about this? What surprised you?



Organizational values

- but wait! Organizations are assemblages of individuals. Can organizations have values?



Organizations are living systems, possessing the same capacity to adapt and grow that is common to all life.

Margaret Wheatley



Identifying Organizational Values

Worksheet: List what you consider to be key values for your organization – these are the values that you would like to see guide the culture of the organization.

Note that an organization or group's values are most obvious in *how it does things* and *with whom it does them*, not in what it does.



Facilitation process: Identifying the organization's core values (1)

- 1) Give participants the worksheet in advance, or allow a significant amount of time to do it.
- 2) Round robin sharing out of values and meaning (one idea per person each go-around)
- 3) Themes: can any of these values be combined? (consolidated list)
- 4) Choose top 5 values for the organization



Facilitation process: Making values meaningful (2)

- 1) Define the values (what does this value mean for this organization?)
 - ❖ Team members develop an aligned understanding of what the value means
 - ❖ If values are to inform any team or organization, *shared meaning and alignment are critical*
- 1) Identify what “living the value” looks like or could look like in the organization’s culture



Facilitation process: Building alignment & commitment (3)

- 1) Personal values alignment
- 2) Conduct a current state assessment - how is the organization doing at demonstrating the value?
- 3) Creating shared agreement
- 4) Linking values to results
- 5) Holding ourselves and each other accountable



Reflection & Discussion



How can an organization produce results (realize mission) while behaving/acting in alignment with values?