

Generationology LLC

Leadership and Professional Development Workshop for Nonprofit Organizations

Developing the People Behind the Mission



Mission Matters. So Do the People Behind It.

Nonprofit organizations exist because someone believed something needed to change.

A community needed support. A cause needed a voice. People needed help. An idea deserved a chance. A problem wasn't going to solve itself. And then people chose to do something about it.

At Generationology, we believe deeply in the power of nonprofits and in the people who choose to serve through them. We also believe those people deserve exceptional development. Working for a mission-driven organization should never mean settling for less when it comes to leadership development, professional growth, strategic planning, or organizational support.

We know this sector because we have spent years working alongside it.

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Generationology has supported nonprofit organizations with both local and national reach, working with boards, executives, leaders, and staff on strategic planning, organizational development, leadership development, communication, trust, collaboration, and building stronger teams.

Our connection is personal as well. For more than 20 years, Generationology founder Jeffrey Vargas has volunteered his time and expertise in service to nonprofit organizations, including helping design, develop, and deliver large-scale, multi-day leadership programs.

That experience has taught us something important: *passion for the mission is powerful—but passion alone cannot carry an organization.*

Nonprofits still need great leaders. Boards and staff need to work well together. People need feedback. Emerging leaders need development. Experienced people need opportunities to transfer what they know. Teams need trust. Organizations need to navigate change, make difficult decisions, plan for the future, and sometimes accomplish an extraordinary amount with limited resources.

That's where we can help.

Whether you need one workshop, a board or staff retreat, strategic planning support, organizational development, or a comprehensive leadership-development experience, we bring the same level of preparation, thought, and quality that we would bring to a Fortune 100 company.

Below is a list of our workshops – if you have questions, want a write up of a workshop, or want to make an immediate booking, feel free to call or text us at 303-569-6143:

<i>Intended Audience</i>	<i>Name of Course</i>
Board Members & Executive Directors	Board and Staff: Different Roles. One Mission - Building a Stronger Board/Executive Director Partnership
Board Members	From Board Member to Mission Steward - Understanding the Responsibility of Nonprofit Governance
Board Chairs & Executive Directors	The Board Chair/Executive Director Partnership - Building Trust, Clarity, and Healthy Boundaries
Boards & Executive Teams	Strategic Planning That Doesn't Sit on a Shelf - Turning Mission, Priorities, and Strategy into Action
Executives & Leaders	Mission vs. Capacity - How to Decide What Your Organization Can Actually Take On

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Executives & Leaders	Doing More with Less Has a Limit – Leading When Resources Are Tight and Expectations Keep Growing
Executives & Leaders	When Passion Isn't Enough – Building the Leadership Capacity to Sustain the Mission
Executives & Leaders	Protecting the Mission During Leadership Transition and Building Succession, Knowledge Transfer, and Organizational Continuity
Executives & Leaders	Developing the Next Generation of Nonprofit Leadership, Ensuring the People Who Will Carry the Mission Forward have Modern Day Leadership Skills
Staff & Leaders	“Mission Fatigue Is Real” Staying Connected to Purpose Without Running Yourself into the Ground”
Staff, Leaders & Volunteers	One Mission, Different Roles - How to Build Stronger Relationships Between Staff and Volunteers
Volunteer Leaders	Leading When You Can't Rely on a Title, It's all about Influencing, Motivating, and Engaging Volunteers
Executives & Leaders	Keeping Great People When You Can't Always Pay More, Money Does Matter. How to Propel Growth, Trust, Recognition, and Meaningful Work Outside of Pay Restrictions
Boards & Executives	When the Mission Has Outgrown the Organization and Leading Through Growth, Complexity, and Change is Hard
Boards & Leadership Teams	Addressing and Managing Healthy Disagreement in the Boardroom and Mitigating Strong Boards Challenges Against Ideas Without Damaging Professional Relationships
Staff & Leaders	Across Generations - Learning to Lead, Listen, and Work Together
Staff & Leaders	Navigating Change: Helping People and the Mission Thrive During Leadership Transition
Executives and Leaders	Building Staff and Stakeholder Buy-In During Organizational Change and Transition
Staff & Leaders	Unleashing Collaborative Excellence Across Today's Workplace
Executives and Leaders	“Unlocking the Power of We” – Building High-Performing Nonprofit Leadership Teams
Executives and Leaders	Championing Support: How Leaders Empower People to Do Their Best Work
Staff & Leaders	How to Give, Receive, Solicit, and Experience Precision Feedback

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Staff & Leaders	Fostering Civility and Camaraderie: Building a Respectful and Connected Nonprofit Workplace
Staff & Leaders	“The Currency of Trust” – How to Build, Invest in, and Protect It
Staff & Leaders	Serving Without Losing Yourself – Self-Regulation and Sustainable Service
Executives and Leaders	Intergenerational Engagement – Leading People Across Generations and Through Change
Executives and Leaders	Building Psychological Safety – Creating a Culture Where People Can Speak Up, Contribute, and Be Heard
Staff	“Permission to Reset” – Moving Through Self-Criticism, Doubt, and Fear
Staff & Leaders	“A Letter to my Younger Self” – How to Lead through Introspection and Self-Reflection.
Staff	Presenting the Mission – Strengthening Presentation, Briefing, and Stakeholder Communication Skills
New Leaders	Leadership Skills for the Younger Leader – Leading Near Peers, Experienced Employees, and the Next Generation
Staff & Leaders	Starting Things Off Right – Connecting New Employees to the Mission, Culture, and Work
Staff & Leaders	“Reposition that Mirror” – How to Envision and Reflect the Habits, Behaviors, and Systems of a Rising Leader
Staff & Leaders	“Mentoring That Works” – Developing People, Sharing Experience, and Strengthening the Organization
Executives and Leaders	From Individual Contributor to Leader – Making the Transition Successfully
Executives and Leaders	How to Validate, Establish, Practice, and Experience New and Emerging Return to the Workplace Norms
Staff	Improving Workplace Relationships and Communication
Staff & Leaders	Growing Your Career – Using Habits, Self-Discipline, and Purpose to Move Forward
Executives and Leaders	Leading and Managing Across Generations

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Executives and Leaders	The Workplace Apology – How to Own a Mistake, Repair Trust, and Build Up the Relationship
Staff & Leaders	Enhancing Your Collaborative Intelligence – How to Work with People Who Don't Think Like You
Staff & Leaders	Working Across Generations – Turning Different Perspectives and Experiences Into an Advantage
Staff & Leaders	Workplace Communication Foundations - Building Trust and Collaboration
Executives and Leaders	Becoming a Trusted Intergenerational Leader
Staff	“Getting to Know Me” – Understanding the Strengths, Skills, and Value You Bring to the Mission
Executives and Leaders	The Humble Leader” – Leading with Confidence, Curiosity, and Humility
Staff	“Unleashing the Leader Within” – How to Unlock and Unleash Your Leadership Capacity
Executives and Leaders	Communication Foundations for Current and Emerging Leaders
Executives and Leaders	Leading a Mission-Driven Organization in the Age of AI – What Changes, What Doesn't, and What People Still Need From Leaders
New Leaders	“Building Leadership Excellence” for New and Emerging Nonprofit Leaders
Executives and Leaders	Executive Leadership in a Mission-Driven Organization
Staff & Leaders	"Unleashing the Power of Intergenerational Communication” - What You Say Shapes Connections
Staff	“Own Your Career” – Creating a Path for Growth, Development, and Greater Responsibility
Staff & Leaders	Human Judgment in an AI-Enabled Nonprofit – Knowing When to Trust the Tool and When to Trust Yourself
Executives	Accountability Without the Drama – Setting Expectations, Following Through, and Having the Conversation
Staff & Leaders	Building Confidence – Finding Your Voice and Trusting What You Bring to the Work

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Executives and Leaders	Coaching Employees through the Creation and Development of Actionable Individual Development Plans
New Leaders	“Winning at Work” – Leadership Cheat Codes for the Gifted and Talented
Staff & Leaders	Setting and Achieving Personal and Professional Goals
Executives & Leaders	Turning Employee Engagement Results into Meaningful Action
Staff & Leaders	When Nobody Says It – Having the Difficult Conversations Healthy Organizations Need
Staff & Leaders	Becoming a Next-Level Listener and Communicator
Staff & Leaders	Your Voice, Your Mission, Your Reputation – Navigating Social Media Without Creating a Crisis
New Leaders	Equipping the New Nonprofit Leader
Executives and Leaders	Purpose Isn't Enough – Creating and Caring for a Workforce Committed to the Mission
Executives and Leaders	Better Performance Conversations – Building Clarity, Trust, Respect, and Accountability Between Leaders and Staff
Staff and Leaders	“The Present of Presence – How to Be More Present, Engaged, and Effective with Others
Staff & Leaders	Strengthening Connections – Building Team Cohesion Wherever People Work
Executives and Leaders	Strategic Communication for Nonprofit Executives, Boards, and Leadership Teams
Staff & Leaders	“The Power of Pivot” – How to Identify, Own, and Execute Pivots of Work and Life
Staff & Leaders	How to Experience the Dance of Opportunity and Effective Leadership
Executives and Leaders	Knowledge Transfer That Works – Keeping Critical Experience from Walking Out the Door
Staff & Leaders	Exceptional Service in a Mission-Driven Organization – Serving Clients, Members, Communities, Donors, and Stakeholders
Executives and Leaders	How to Improve Morale, Engagement, Performance Management, and Productivity Post a Rapid Change or Significant Change

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Executives and Leaders	The Art of Multigenerational Leadership
Staff & Leaders	“Do Something” - How to Set Personal and Professional Goals that will Advance Your Career in Today’s Workplace
Executives & Leaders	Mentoring Across Generations, Experience Levels, and Different Perspectives
Staff & Leaders	Developing Your Leadership Energy – How to Identify, Build, and Unleash Your Leadership Energy and Become the Most Positive, Present, and Engaged Person in the Room

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Why do Nonprofits Choose Generationology?

We Understand Nonprofit Organizations

Generationology has worked extensively with nonprofit organizations with both local and national reach. We have supported boards, executive directors, leadership teams, and staff through strategic planning, organizational development, leadership development, retreats, and professional training.

We understand that nonprofit leadership comes with its own set of challenges. The mission is always present, but so are budgets, staffing realities, board relationships, changing community needs, competing priorities, leadership transitions, and the responsibility of taking care of the people doing the work.

Our experience also extends beyond our consulting work. For more than 20 years, Generationology founder Jeffrey Vargas has volunteered with nonprofit organizations, including helping design, develop, and deliver large-scale, multi-day leadership programs. We have worked in this community, served in this community, and learned from the people who make it work.

We Work Across the Organization

We see, value, and respect the role of an Executive Director and a Board and a Board Chair. We recognize that a strong nonprofit needs authentic collaboration between leaders, staff and volunteers.

Boards need to understand how to govern effectively and work productively with executive leadership. Executive directors need trusted partners who understand the complexity of leading between a board and a staff. Managers need the skills to lead people, not simply programs. Emerging leaders need opportunities to develop. Staff need to know their contribution matters and that there is room for them to grow.

Generationology works at each of those levels. That allows us to see the organization as a whole and design learning that makes sense for the people in the room.

We Know Commitment to the Mission Isn't Enough

Nonprofits are fortunate to attract people who care deeply about their work. But commitment cannot compensate indefinitely for unclear expectations, weak communication, poor leadership, unresolved conflict, lack of trust, or too much work being carried out by too few people.

We help organizations deal with those issues directly.

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Our workshops create room for honest conversations about leadership, accountability, communication, trust, feedback, psychological safety, collaboration, mentoring, generational differences, and change. Participants are expected to contribute, think, practice, and apply what they are learning to the situations they actually face.

The goal isn't simply a good workshop. The goal is for something to be better because the workshop happened.

We Can Help with More Than Training

Sometimes a workshop is exactly what an organization needs. Sometimes it isn't.

Generationology also works with nonprofits on strategic planning, organizational development, board and leadership retreats, multi-session learning programs, and longer-term leadership-development initiatives.

We listen before recommending an approach. We want to understand what is happening, what you are trying to accomplish, where things are getting stuck, and what success would actually look like for your organization.

That may lead to a two-hour workshop. It may lead to a board retreat. It may lead to a leadership program that continues for several months. The solution should fit the need.

Your People Deserve Exceptional Development

This is something we believe deeply. People should not have to leave the nonprofit sector to experience exceptional professional development.

The executive director of a nonprofit deserves the same quality of leadership development as an executive at a Fortune 100 company. A nonprofit manager deserves serious preparation for leading people. Board members deserve development that helps them become better stewards of the organization. Staff deserve opportunities to strengthen their skills, prepare for greater responsibility, and continue growing professionally.

Nonprofits may operate with different resources. That doesn't mean their people deserve a different standard of excellence.

Experience You Can Trust

Generationology has delivered more than 60 leadership and professional-development programs to more than 50,000 professionals across 70+ organizations, with an average participant satisfaction rating of approximately 4.8 out of 5.

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We bring that experience to nonprofit organizations with respect for the mission, respect for the people doing the work, and an understanding that your time and resources matter.

If you are going to invest in developing your people, the experience should be worth the investment.

Let's Start with What Your Organization Needs

You don't have to know which workshop you need.

Tell us what is happening in your organization. Tell us what you want to strengthen, what isn't working as well as it should, or what you want your board, leaders, or staff to be better prepared to do.

We'll start there.

Contact us...

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