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SuperBolt



STAND UP



What Does a Culture of Philanthropy Look Like?



Fund development is seen as mission-aligned



Core values support a culture of philanthropy



Systems, process, and staffing support donor needs



Leadership is engaged in fundraising



Everyone knows case for giving and is an ambassador



Guide leadership and employee behavior

DOD is a leader in organization's planning and strategy



CEO is an active role model



Inform all decision-making



What is **CULTURE**?

Culture is the set of practices, qualities, artifacts, reward frameworks, and customs, which design an organization.

Employee can "sense" culture when he or she joins an organization, since it is often evident in individual's attitude.

COMPANY CULTURE ICEBERG





Cultural Map

The Five Stages of Culture

<i>Stage</i>	<i>%</i>	<i>Behavior</i>	<i>Relationship to people</i>	<i>Language</i>
5	2%	Innocent Wonderment	Team	"Life is great"
4	22%	Tribal Pride	Stable Partnership	"We're great"
3	49%	Lone Warrior	Personal Domination	"I'm great"
2	25%	Apathetic Victim	Separate	"My life sucks"
1	2%	Undermining	Alienated	"Life Sucks"

From *Tribal Leadership*, Logan, King & Fischer-Wright, 2008, HarperCollins

CULTURE EATS STRATEGY FOR BREAKFAST

Peter DRUCKER





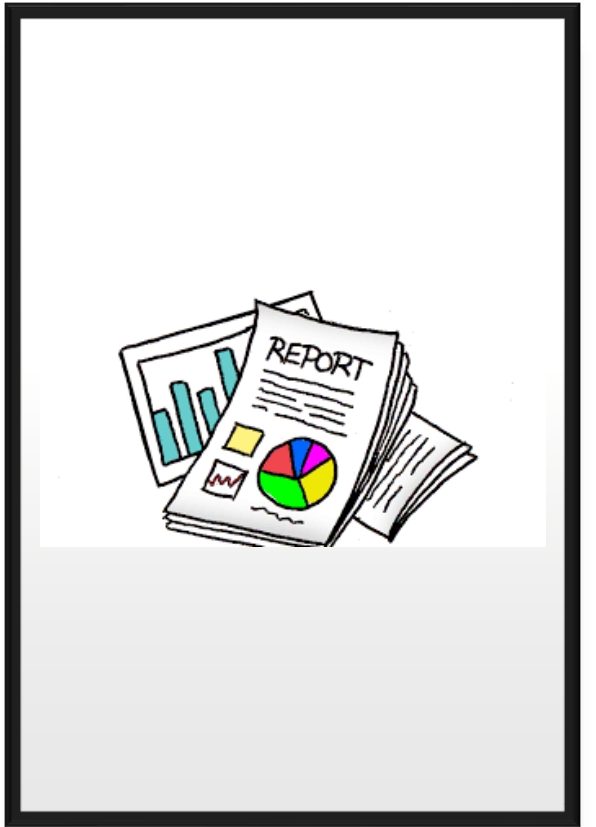


NIGEL HARRIS
& ASSOCIATES

point of view
Stakeholder [
person, group or
own a share in a b
in a company's or
right for what is

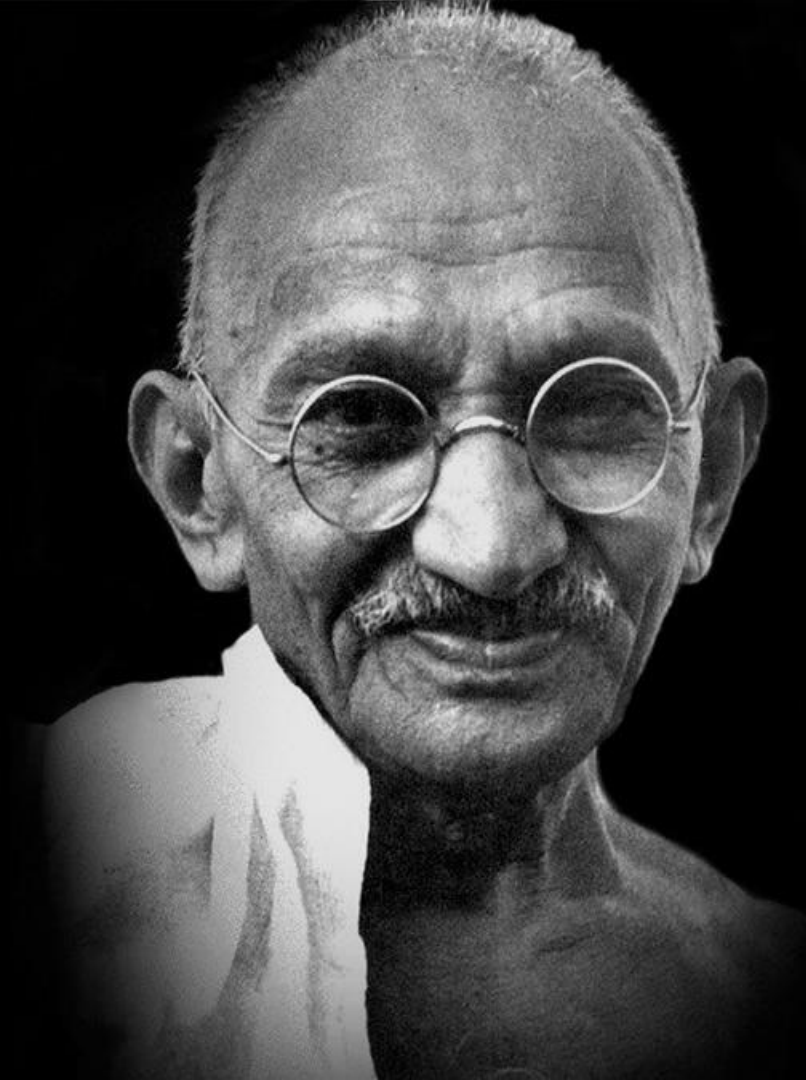












In a **gentle** way,
you can **shake** the world.

- *Mahatma Gandhi*

“ I CAN DO
THINGS YOU
CANNOT,
YOU CAN DO
THINGS I
CANNOT;
TOGETHER
WE CAN DO
GREAT THINGS.”

-MOTHER TERESA

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