



CONVERSATION STARTERS

Cultivating Culture

FOR CHIEF EXECUTIVES

1. How do your actions and behaviors help to cultivate your desired culture? What three actions or behaviors can you commit to improving?
2. What processes do you have in place to seek feedback about your culture from all stakeholders? How do you address any misalignments between the real and perceived culture of your organization?

FOR STAFF TEAM MEMBERS

1. Describe your nonprofit's purpose and values; how do your daily actions and behaviors align with those values? What could help you bring them into greater alignment?
2. In what ways does your workplace reflect a healthy culture? (In what ways does it not?) What three ideas do you have that could strengthen your organization's culture?

FOR BOARD MEMBERS

1. How does the board ensure that the chief executive is cultivating a healthy culture?
2. Thinking about the board's decision-making processes, actions and behaviors, how would you describe the culture of your board? How well does the board's culture align with the organization's broader culture and values?

FOR INDIVIDUAL DONORS

1. What can you tell about an organization's culture and values from looking at its website, annual report, promotional materials or donation appeals?
2. What impact might an organization's culture have on its ability to deliver on its mission?

FOR INSTITUTIONAL PHILANTHROPIES

1. To what degree do the values of your grantees align with your institution's values? How could greater alignment benefit both you and your grantees?
2. How do you assess a nonprofit's culture? Why might it be important for you to consider that culture as part of your due diligence process?