



Session Two

Understanding and Shaping Nonprofit Organizational Culture

Human Resources

Culture is an invisible aspect of organizational life that exerts profound influence on our work. Leaders need to understand and influence their organization's culture, shifting it to be more functional and adaptive to new circumstances. We will explore the role of culture and examine forces shaping nonprofit culture, including nonprofit life stages and typical characteristics of nonprofits. Participants will receive an organizational culture assessment tool, and learn how to create the conditions for culture change.

Laura Pierce, founded Laura Pierce Consulting, dedicated to helping nonprofits thrive, in 1998. LPC provides board development consulting, strategic planning facilitation and capacity building services. Prior to consulting, Laura worked for ten years in the nonprofit sector. She teaches nonprofit management at the UW Evans School and Nonprofit Certificate Program, and leads training workshops for United Way of King County and the Nonprofit Assistance Center.