

Human Resources

Training and Consulting



Make a Strategic Investment in Your Staff

Employees are a nonprofit's greatest asset. Set them up for success.

Well-managed human resource functions are a key component of organizational effectiveness. How nonprofits supervise and develop staff, implement policies and procedures, and approach equity and inclusion are not only issues of legal compliance and administration, but strategic investments that directly support better outcomes and mission effectiveness.

Start Human Resource Training Today

Our team brings decades of hands-on experience and works with you to build better employee relations, address performance and compliance issues, and establish a healthy and productive workplace culture. The highly interactive trainings we offer are customized to help you build more effective human resource practices.

Customized Training

Supervision

Effective Supervision

Effective supervision contributes directly to mission effectiveness and creates a culture of mutual respect between employees and supervisors. We have trained nearly 3,000 supervisors from 400 organizations to help them identify their supervisory style, adapt supervisory approaches, and strengthen supervisory communication.

Advanced Supervision and Performance Management

This participatory and reflective training takes a deeper look at concepts explored in Effective Supervision. In addition to considering adaptive decision making and practicing more sophisticated communication skills, participants will learn about and apply a model through which to manage staff performance.

Managing Up: Building an Effective Relationship with Your Supervisor

The supervisory relationship is a two-way street, but power differentials can make staff hesitant to assert their needs. This training develops the skills of engaged listening, questioning assumptions, and giving and receiving feedback to ensure that staff are getting the support, information, and professional development opportunities they need from their supervisors.

Culture

Creating a Respectful Workplace: Anti-Harassment and Bullying

Inclusive and respectful workplace culture minimizes incidents of harassment and bullying. This training builds staff knowledge about your organization's specific anti-harassment policies, practices, and procedures. Staff will practice the skills they need to take personal responsibility for contributing to organizational culture and addressing harassment and exclusionary workplace behavior.

Moving Beyond Diversity to Inclusion

Focused on racial diversity, this training takes the next step toward moving beyond the individualism of diversity to the systemic and cultural change needed to build inclusive organizations where employee participation is respected and valued.

Other Trainings for Human Resources Professionals and Leaders

The following trainings are suited for convenings of human resources professionals and can be developed in partnership with funders and other capacity building organizations.

Building Values-Based Human Resource Practices

Organizations that walk their talk, live their core values, and embed them in their everyday practices are more successful in attracting and retaining passionate and committed staff. This training will help you develop and implement human resources systems and practices that are reflective of your organizational values.

Implementing Racial Equity Through Human Resources

We will help you build an action plan to bring your human resources practices more closely into alignment with your organization's commitment to racial equity. You will also learn about and practice skills to initiate and lead conversations related to institutionalizing equitable policies, systems, and practices.

Human Resources Consulting and Coaching

In addition to customized training, we also work more deeply across organizations to develop the essential elements of effective human resource systems.

Human Resources Consulting

Our seasoned consultants will work with you to develop human resources and related systems aligned with organizational values and culture. Our team will:

- ▶ Assess and create compensation and benefits plans, performance review systems, and other human resources policies and practices
- ▶ Help teams and groups develop and operationalize shared and intentional culture, values, and norms
- ▶ Support organizational restructuring and draft job descriptions
- ▶ Create new employee orientation, training, and professional development plans
- ▶ Review and assess your overall human resources functions

Employee Relations Coaching

Our team provides regular, on-site employee relations coaching to foster an effective work environment and support addressing and resolving issues before it is too late. We will work one-on-one with your staff to:

- ▶ Coach supervisors and staff around difficult conversations and trust-building
- ▶ Strengthen supervisory skills and address performance issues
- ▶ Develop a strong culture of supervision
- ▶ Help individuals and teams practice excellent communication and provide meaningful feedback
- ▶ Craft clear job descriptions and goals
- ▶ Deliver useful performance evaluations



About Us

TSNE MissionWorks partners every year with hundreds of nonprofits, philanthropists, activists, and advocates to help them build effective, sustainable organizations.

We strengthen leaders, facilitate learning, guide strategic thinking, and build organizational capacity through our dynamic mix of management and consulting services, training programs, and community building investments.

In our work, we share our knowledge and experience with others, enhancing their ability to become more adaptive and effective, to think innovatively, to discover new opportunities, to achieve their missions, and to reach their goals.

Our services help you

- ▶ Get a firmer financial and administrative foundation
- ▶ Operate with a shared set of values, vision, and goals
- ▶ Learn new skills, discover new abilities, and strengthen existing ones
- ▶ Create a dynamic and diverse organizational culture
- ▶ Build better boards
- ▶ Extend your network of partners, advocates, and allies
- ▶ Find the right leader to help you grow and evolve

Find out more about our human resources training, consulting, and coaching.

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