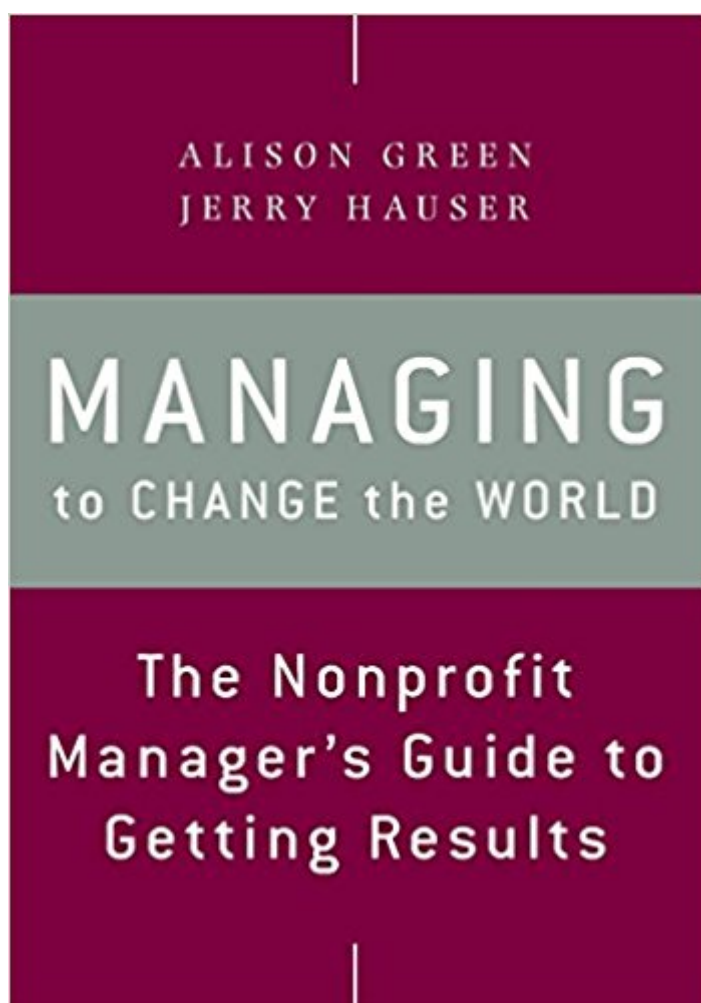




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# Managing To Change The World: The Nonprofit Manager's Guide To Getting Results



## Synopsis

Why getting results should be every nonprofit manager's first priority A nonprofit manager's fundamental job is to get results, sustained over time, rather than boost morale or promote staff development. This is a shift from the tenor of many management books, particularly in the nonprofit world. *Managing to Change the World* is designed to teach new and experienced nonprofit managers the fundamental skills of effective management, including: managing specific tasks and broader responsibilities; setting clear goals and holding people accountable to them; creating a results-oriented culture; hiring, developing, and retaining a staff of superstars. Offers nonprofit managers a clear guide to the most effective management skills Shows how to address performance problems, dismiss staffers who fall short, and the right way to exercising authority Gives guidance for managing time wisely and offers suggestions for staying in sync with your boss and managing up This important resource contains 41 resources and downloadable tools that can be implemented immediately.

## Book Information

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## Customer Reviews

For leaders at nonprofit organizations, good intentions aren't enough. To be effective, managers need to know how to get results. In this "management 101" manual, [Alison Green and Jerry Hauser](#) offer step-by-step guidance on everything it takes to make that happen, including how to: Effectively manage specific tasks and broader responsibilities Set clear goals and hold people accountable to them Establish a results-oriented culture Hire, develop, and retain a staff of superstars Address performance problems and dismiss staffers who fall short Use your own time

wisely Exercise authority without being a tyrant or a wimp Maximize your relationship with your own boss Whether you're a new manager or an experienced one, *Managing to Change the World* will give you the tools you need to get results. "I have found it to be incredibly useful. It is truly a remarkable achievement." — •Richard Buery, Jr., president and chief executive officer, The Children's Aid Society "Managing to Change the World gives remarkably helpful and practical advice about important management strategies and skills in the nonprofit world. This book is a treasure, with sound guidance on how to achieve organizational excellence." — •Heather Booth, founder and president, Midwest Academy "This book captures the nuts-and-bolts of management in a comprehensive, insightful, and practical manner. What a great resource for both nonprofit and for-profit managers." — •Les Silverman, director emeritus, McKinsey & Company "What a great book! I bought it for my entire management team because I wanted them to also benefit from its wisdom." — •Gene Karpinski, president, League of Conservation Voters "This management bible sits on my desk and I've given it to more than a few other social entrepreneurs along the way — •an invaluable resource!" — •Abby Falik, founder and CEO, Global Citizen Year This book includes premium content that can be accessed from our Web site when you register at [www.josseybass.com/go/managingtochangetheworld](http://www.josseybass.com/go/managingtochangetheworld) using the password professional.

Jerry Hauser is co-founder and CEO of The Management Center, a nonprofit consulting firm. He previously served as COO of Teach For America where he helped grow the organization from \$8 million to \$38 million in annual revenue and from 3,000 to 17,000 applicants annually. Jerry was an associate at McKinsey & Company and holds a J.D. from Yale Law School and a B.A. from Duke University. Jerry writes and speaks extensively on nonprofit management and leadership. Alison Green writes a weekly column on career and management for the Money section of U.S. News & World Report's website. She is also the founder of the popular Ask a Manager website and blog. — Alison was the communications and publications director for two grassroots advocacy organizations and spent six years as a staff writer and campaign coordinator for People for the Ethical Treatment of Animals (PETA). Her writings have been published in The Washington Post, The New York Times, and more than 250 other newspapers. The Management Center Founded in 2006, The Management Center works with nonprofit senior managers and staff, delivering intensive one-on-one coaching and training in the fundamentals of effective management. The Management Center has worked with more than 50 organizations, including the NAACP, Center for Community Change, Democracia USA, Media Matters for America, and the New Organizing Institute.

I'm a big fan of Alison's "Ask A Manager" blog. I bought her book because I'm moving from an individual contributor to a management role, and this book is filled with great advice, especially for hiring and developing people. Those are two areas that I need to work on, and they've been incredibly useful. The most important section is part 3 - "Managing Yourself", which is something I wish more managers would do. It makes you think about how you should adapt to your new role and be successful at it. Although the book is more geared towards nonprofit companies, but you will have the same problems elsewhere as well.

This book contains useful and practical advice. I work in the public sector and while this book is geared towards nonprofits many of its core points can be applied universally. I have already used some of the guidance from the interview section and I hope to use the organizational tips soon. Thank you for this resource.

A step by step guide to managing that is interactive, thoughtful, and thorough. I use this book both as a handbook when a particular incident arises, and also as good PD reading. Highly recommend.

I have read many books about leadership and management, and so far nothing beats this book for its practicality. What I like most about this book is that it emphasizes heavily on application, backing them with theories when appropriate. I would highly recommend this book if you are aiming to build excellent managerial culture.

I love this book almost as much as I love Alison's blog: Ask a Manager. Her thoughtful insightfulness inspires and encourages me to be a better manager and a better employee.

I'm very happy that I chose to purchase "Managing to Change the World: The nonprofit manager's guide to getting results." I am a new manager to a staff of nine and have already implemented some of the practices outlined in the book, including defining roles using MOCHA and a template for making timeline for specific projects. It's a management book I actually enjoy reading!

I read this book in two days. It is delightful. As someone who wants to go into the management field, it was a great start.

Great book for new managers !

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