



NPSolutions
LEARN - CONNECT - GROW

Services Catalogue

TABLE OF CONTENTS

NONPROFIT SOLUTIONS

<i>About Us</i>	2
<i>Our Core Services</i>	3
<i>Membership Options</i>	4

ORGANIZATION-WIDE PROGRAMS

<i>Program Overview</i>	5
<i>Workshop Settings</i>	6

WORKSHOP SERIES

<i>Welcome to Management</i>	7
<i>Mini-Mindful Manager</i>	8
<i>Mindful Manager</i>	9
<i>Managing During Changing Times</i>	10
<i>Cultivating an Intentional Culture</i>	11
<i>Organizational Development</i>	12
<i>Add-ons</i>	13

INDIVIDUAL WORKSHOPS

<i>Custom Trainig</i>	14
<i>DISC Behavioral Style Assessment</i>	15
<i>Facilitated Discussion</i>	16
<i>Inclusion, Diversity, Equity and Access</i>	17

CONSULTING PACKAGES

<i>Coaching</i>	18
<i>Consulting</i>	19

READY TO GET STARTED?

ABOUT US



Our mission is to cultivate nonprofit organizations through connection, innovation, and investment in the whole person.

Nonprofit Solutions has been providing **educational training and organizational development** to nonprofits throughout Southern California since 1991, training over **100,000 nonprofit practitioners** to run hundreds of nonprofit organizations more effectively during that time.

Nonprofit Solutions is the **hub** to connect nonprofits to the information, resources, and referred partners required to grow your mission.

Our **innovative solutions** combine professional development, consulting and coaching to strengthen organizational effectiveness and deepen mission impact.

The core of this work is providing high quality, affordable services to the community where you can **learn, connect, and grow**.

Our clients are numerous and **diverse**, representing emerging as well as established nonprofits ranging from social service agencies to museums, arts and public service organizations, educational institutions, neighborhood-based health and human service providers and many more.

OUR CORE SERVICES



Custom Training

Nonprofit Solutions offers individually designed and reasonably priced professional development programs for nonprofit and public sector staff and volunteers. We offer one day workshops, as well as ongoing programs.



Consulting

Nonprofit Solutions' consulting services provide capacity-building and problem-solving assistance to nonprofit organizations. We offer affordable consulting services of proven value with an emphasis on client focus and results.



Training Institute

Nonprofit Solutions offers a robust calendar of workshops year-round, open to members and non-members. We specialize in offering **live, interactive, and engaging** sessions facilitated by experienced people in the field. Our goal is to offer **effective, impactful & relevant** training that will make a difference in your work immediately.

MEMBERSHIP OPTIONS

SWEET DEAL MEMBERSHIP

***Sliding fee scale based on
your annual budget***



Free and Discounted
Professional Development



20-80% discounts of all other
workshops



10% discount on custom training
and consulting services

COMMUNITY MEMBERSHIP

\$ 300/year



Free and Discounted
Professional Development



10-30% discounts of all other
workshops



5% discount on custom training
and consulting services

Also included

- 50% discount on job postings on NPWorks (Sweet Deal: free postings)
- Yearlong networking opportunities, in-person and online
- Members-only events & resources
- Online cross-organization special interest groups

**Invest in People,
Create Impact**



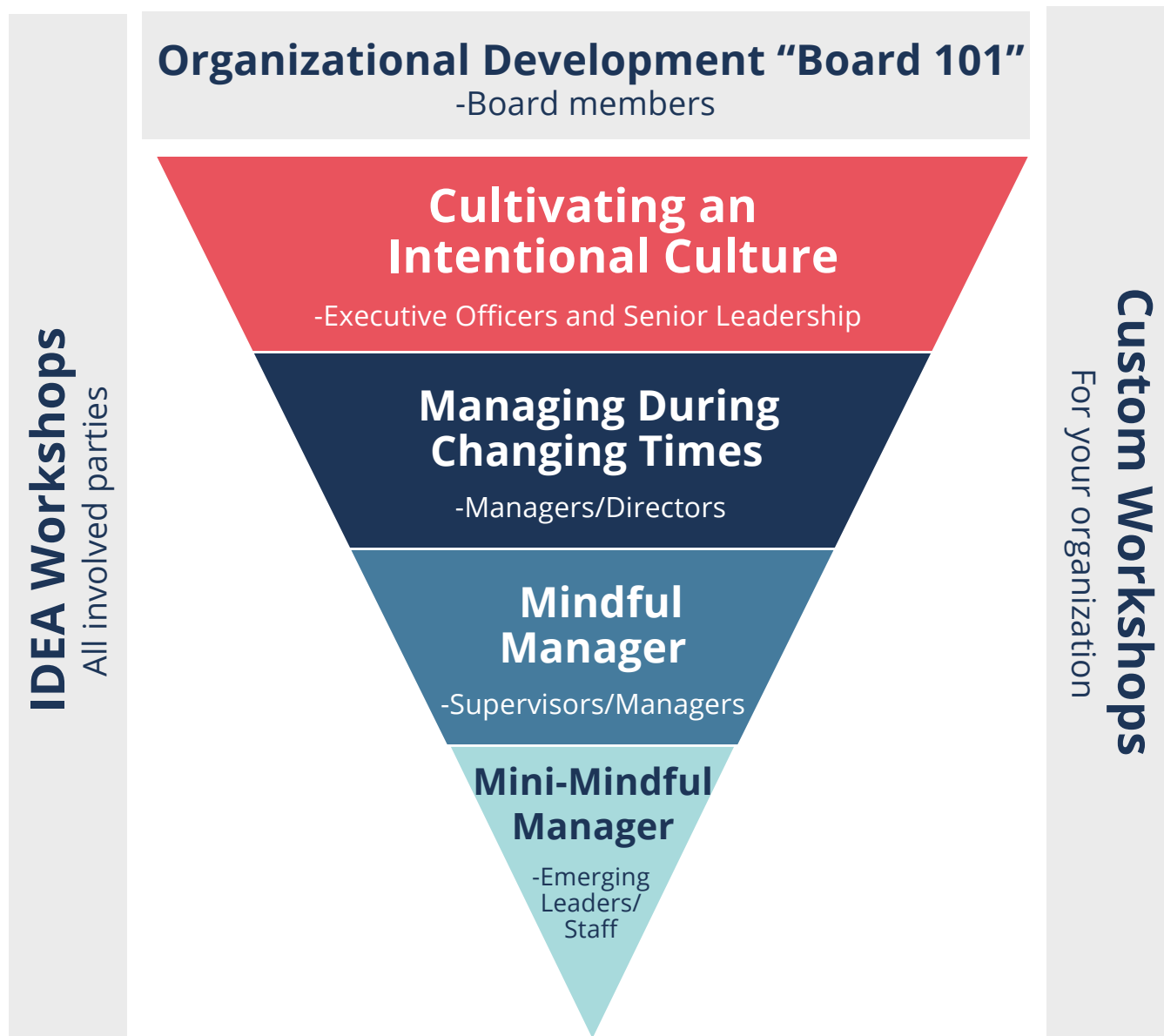
Your team needs support...You need it on a budget.

Nonprofit Solutions Membership is your solution:

ORGANIZATION-WIDE PROGRAMS

Our **interactive** training programs are built on the foundations of our successful Mindful Manager program. Programs **support each other** and take leadership development to **different levels** to tackle the challenges and opportunities faced by each organizational level.

We aim to support the entire nonprofit community to reach its fullest potential by cultivating emotionally intelligent leaders and inclusive organizational cultures. We believe that to be successful in this endeavor, organizations must be willing to show commitment to its staff through a top-down approach.



WORKSHOPS SETTINGS

All of our programs can be offered at your convenience and are tailored to your organizational needs. You can choose between :

1. Three delivery methods:

In Person

- Your location or ours
- Up to 20 participants
- Contact us for large groups pricing

Virtual

- Recording shared after the workshop
- Up to 30 participants

Hybrid

- In-person and virtual
- Recording shared after the workshop
- Up to 30 participants

2. Four different formats:

Full day / Multi-days Retreat

Multi-sessions programs can be offered as a retreat for easier scheduling

(Organizational Development, Board 101, Cultivating an Intentional Culture, IDEA)

Partial Retreat Facilitation

Nonprofit Solutions can facilitate parts of your retreat

(Pick your workshops from our entire catalogue of custom onsites)

Weekly series

Best for multi-session programs

(Emerging Leaders, Mindful Manager, Managing During Changing Times)

Individual Workshop

Best for one or two unrelated workshops

(Pick your workshops for our entire catalogue of custom onsites)

3. Over 64 different workshops and 7 series:

Existing Workshops

Over 64 workshops to choose from that will be lightly customized to meet your organization.

Curriculum Creation

Nonprofit Solutions can design a workshop tailored to your needs

Add-On Workshops

Additional workshops, listed on page xx, can be added to any series or retreat for deeper impact.

Our intention is to provide affordable professional development to serve the nonprofit community. If these programs are cost-prohibitive to your circumstances, please contact us for additional options (jcoupe@npsolutions.org).

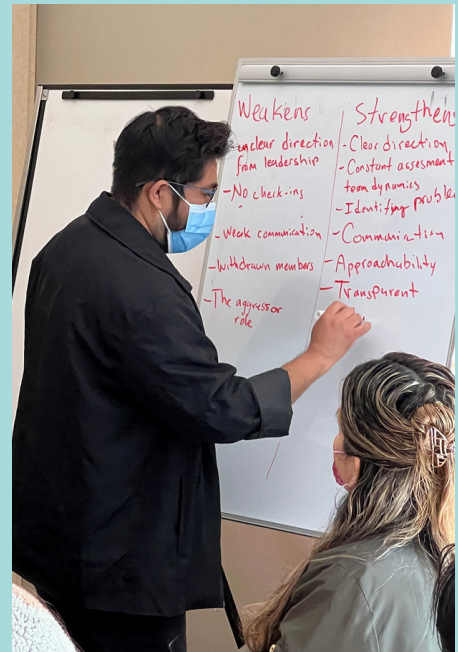
WORKSHOP PROGRAMS

WELCOME TO MANAGEMENT

Nonprofit Solutions offers **three** 2.5-hour **session series** that focus on the development of essential skills for emerging leaders. The series cultivates developing leadership qualities as one moves **from peer to manager**. All sessions include:

- Self-assessment & reflection
- Interactive learning activities
- Personal action plans
- Application to daily work

Best offered as a weekly series.



Topics include:

- **Leadership** - Moving from Peer to Supervisor
- **Addressing Difficult conversations**
- Developing an Attitude of **Teamwork** Within Your Department

Investment:

Public Price	\$4,400
Community	\$4,180
Sweet Deal	\$3,960
Total time	7.5 hours



This training is assisting me in understanding the perspective of each employee which at the same time helps me have the rough conversations to improve communication and trust. Really pleased with this workshop!

Vista Community Clinic, 2023



MINI-MINDFUL MANAGER

Nonprofit Solutions (NPS) offers **six** 2.5-hour **sessions** that focus on the development of essential skills for **emerging leaders** and **staff**. The series cultivate self-management as well as the management of others. All sessions include:

- Self-assessment & reflection
- Interactive learning activities
- Personal action plans
- Application to daily work

Best offered as a weekly series.



Topics include:

- Leadership
- Emotional Intelligence
- Team Development
- Communication
- Conflict Resolution
- Inclusion and Equity

Investment:

Public Price	\$7,700
Community	\$7,315
Sweet Deal	\$6,930
Total time	15 hours

“

I feel more confident in myself as a leader. It has been confirmed how important it is to be present and mindful in the workplace as well as in my personal life. I look forward to trying some new ideas I have learned here. I will be referring back to this training for constant reminders of how to handle different situations that come up.

-Father Joe's Villages Employee, 2022

”

Over
18
cohorts
offered
since 2021

MINDFUL MANAGER - BASED ON OUR SIGNATURE SERIES

Nonprofit Solutions (NPS) offers **ten** 2.5-hour **sessions** that focus on the development of essential skills for effective **supervisors** and **managers**.

All sessions include:

- Self-assessment & reflection
- Interactive learning activities
- Personal action plans
- Application to daily work

Sessions are **personalized** to fit any organization.

Best offered as a weekly series.



Topics include:

- Leadership
- Emotional Intelligence
- Team Development
- Communication
- Conflict Resolution
- Inclusion and Equity
- Attention Management
- Coaching
- Talent Acquisition
- Performance Management

Investment:

Public Price	\$12,100
Community	\$11,495
Sweet Deal	\$10,890
Total time	25 hours

“The presenter was fantastic! Her facilitation style was effective and engaging, and she was thought-provoking without being judgmental. I thought she shared airtime well and thoughtfully included all participants in the discussion.”

– Emily Berglund, San Diego Zoo Education, Winter 2020

MANAGING DURING CHANGING TIMES

Nonprofit Solutions (NPS) facilitates **ten** 2.5-hour **sessions** of professional development for **managers** and **directors** that will:

- Introduce the important concepts of being a mindful manager at a higher level of leadership
- Strengthen the management team
- Encourage engagement and leadership development among team members

Sessions are **personalized** to fit any organization.

Best offered as a weekly series.



“ *This was by far the most beneficial training I have participated in. I felt heard and supported. Thank you for offering this safe space for us to succeed.*

-Monarch School
Project Participant,
Spring 2021

”

Topics include:

Management and Leadership
Emotional Intelligence
Engaging the Team
Communicating Value, Trust, and Respect (2 sessions)
Managing Conflict (2 sessions)
Coaching with Empathy
Attention Management
Organizational culture

Investment:

Public Price	\$12,100
Community	\$11,495
Sweet Deal	\$10,890
Total Time	25 hours

CULTIVATING AN INTENTIONAL CULTURE

Nonprofit Solutions (NPS) facilitates **four full-day sessions** of professional development for **executive officers/senior leadership** in a retreat-like format.

Sessions are **personalized** to fit any organization. Organizations can choose 10 topics among the 13 offered to tailor the content to their needs.

Best offered as a 3 to 4 days retreat

Investment:

Public Price	\$18,700
Community	\$17,765
Sweet Deal	\$16,830
Total time	25 hours

10 Topics to be select from:

*indicate essential to the program.

- Reflecting on Your Organization's Culture *
- Vision for Organizational Change *
- Change Management & Benefits of Change
- Effective Strategies for Implementing Change & Mindful Decision Making *
- Operationalizing the Strategic Plan
- Attention Management
- EI and Leveraging Emotional Intelligence *
- Team Engagement
- Communicating Value, Trust & Respect *
- Navigating Difficult Conversations
- Managing Conflict & Embracing a Culture of Conflict Resolution *
- Inclusion & Equity Overview
- Inclusion & Equity Initiatives

“

Illuminating, Helpful, Thought-Provoking

Community Housing Works Participant, 2021

”

ORGANIZATIONAL DEVELOPMENT/"BOARD 101"

Nonprofit Solutions (NPS) offers **sessions** of a customized board development series for **board members** that will explore the core aspects of operating a nonprofit organization:

- Board policies
- Board opportunities
- Overall Mission Impact

Best offered as a full-day retreat.



Topics include:

- Governance
- Financial Oversight and Accountability
- Strategic Planning
- Inclusion, Diversity, Equity, and Access
- Human Resources
- Communications
- Fundraising
- Advocacy

Investment:

Public Price	\$9,900
Community	\$9,405
Sweet Deal	\$8,910

Total time ----- 20 hours



You're like 9-1-1, the paramedics you call for an organization. Nonprofit Solutions did more than just revive your organization, we were resurrected!

- Monica Ball, UPLIFT, 2018



ADD-ONS

Supplemental workshops from the following list can be added to any training program.

- Inclusion and Equity
- Attention Management
- Emotional Intelligence
- Bridging Workforce Generation Gaps
- Coaching
- Talent Acquisition
- Performance Management
- Communication
- Dismantling Bias

Feel free to explore our **workshops** and **programs** on our website to discover additional options.



Public Price	\$1,200
Community	\$1,140
Sweet Deal	\$1,080

Sessions are usually 2 hours long.



We opened up and allowed ourselves to be vulnerable in a way I have never seen before at Plant With Purpose or any other workplace. I think this was incredibly beneficial in terms of building a community of trust.

– Corey Chin, Plant with Purpose, Winter 2022, Inclusion & Equity



CUSTOM TRAINING

In order to meet your specific needs, Nonprofit Solutions also offers **custom training programs**. You can choose the focus of the workshop, from a list of existing programs, or we can develop one specifically designed for your organization.

Below are some of the high-quality training solutions we have provided the nonprofit community in the past:

Building Team Effectiveness
Communication
Cross-Generational Training
Customer Service Skills
Emotional Intelligence
Facilitating Effective Meetings
Inclusion & Equity

Managing Conflict
Organizational Culture
Overcoming Nonprofit Burnout
Technology Skills
Unconscious Bias
Core Qualities of Engaging
Speakers

Additional topics:

For a newly developed training not on the list, please contact us to discuss the best solution and pricing for your organization.

We typically offer half-day workshops or weekly ongoing programs.

Investment:

The pricing information will depend on the number of sessions, subject and other criteria. As a baseline, most of our workshops follow this pricing range:

Public Price	\$1,200
Community	\$1,140
Sweet Deal	\$1,080

DISC BEHAVIORAL STYLE ASSESSMENT

Nonprofit Solutions now offers DISC behavioral style assessments, consulting and training sessions with our **DISC Certified Trainer**.



DISC is the leading assessment tool used by over 40 million people that helps leaders and teams create **authentic and productive connections**. DISC is easy to use and promotes an ongoing language of teamwork. We provide **affordable** access to the online assessment and an extensive 46 page report for each team member. We then guide your team through training and **practical application** in your teams. Sessions and formats are **personalized** to fit your needs. You may select from 2-hour, 4-hour, or 6-hour/full day sessions. Individual consulting is also available.

Or contact us to design a custom program for your unique needs.

Sample 2-Hour Sessions

- Understanding DISC and Your Unique Style
- Increase Communication Success with DISC
- Ignite Team Success with DISC
- Managing Conflict with DISC
- DISC Leadership 1: Communication Strategies for Leaders
- DISC Leadership 2: Adapting Your Style

Sample 6-Hour Retreat

1. Understanding DISC and Your Unique Style
2. Strengths & Limitations of DISC Styles
3. Team Development with DISC Styles

Investment:

Public Price	\$1,100 / 2 hours
Community	\$1,045 / 2 hours
Sweet Deal	\$990 / 2 hours
+ Assessments	\$35/each
Consulting	Contact us for quote

“ ...Thank you for leading a **fantastic** DISC workshop for our team. Our teams truly enjoyed it and got a lot out of it. We heard many folks discussing how to make this a part of their weekly team meetings.

-Barrio Logan College Institute, 2023

”

FACILITATED DISCUSSION

Nonprofit Solutions (NPS) offers **discussion facilitation**. Your team will be guided through an interactive conversation, where you will benefit from a safe space to address the topic you selected. Discussion is:

- Organized
- Intentional, methodical
- External facilitator
- Challenging
- Safe means to push comfort level

Sessions are personalized to your content, keeping your discussion goal as the conversation guide.



This has been very helpful, you are very good at what you do, and this isn't easy

- Facilitated Discussion Participant, 2023



Topics include:

- What's your "Why"?
- Conflict Resolution
- Barriers to Belonging
- Increasing Connection
- Consensus Building
- Creative Solutions
- Inclusion, Equity & Belonging

Investment:

Public Price	\$1,200
Community	\$1,140
Sweet Deal	\$1,080

Total time -----2 hours



INCLUSION, DIVERSITY, EQUITY AND ACCESS

Nonprofit Solutions (NPS) offers **training sessions** in a safe and sanctified space to explore who we are in relation to others and what we can achieve together. IDEA courses are designed to be inclusive, for **any nonprofit professional** interested in bringing a wider sense of belonging to their nonprofit organizations, regardless of position or department. Different workshops and series are available to fit all needs.

- Dismantling Bias
- Inclusion and Equity
- Bridging Workforce Generation Gaps
- History and Framework of Racial Equity
- Deconstructing Racism and Building Equity
- Systemic Equity and Organizational Change
- Bias, Beliefs, and Microaggressions
- Identities, Marginalization, and Privilege
- Allyship, Antiracism, and Upstanding

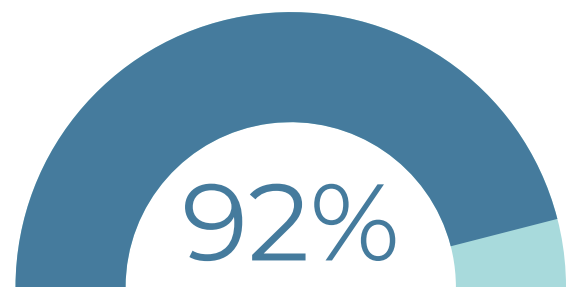
Investment:

Contact us to get started on your IDEA journey!

Sessions are highly interactive and **personalized** to fit any organization. Can be offered as retreats, weekly series, individual workshops

“ I learned a lot about myself, and it opened my eyes to see people and the world differently. I learned how to be more sensitive to others and to respect other's life experiences that are different than mine. This will help people at my organization to step out of their comfort zone to check their pre-conceived bias of others that are different from them and to encourage people to be more inclusive.

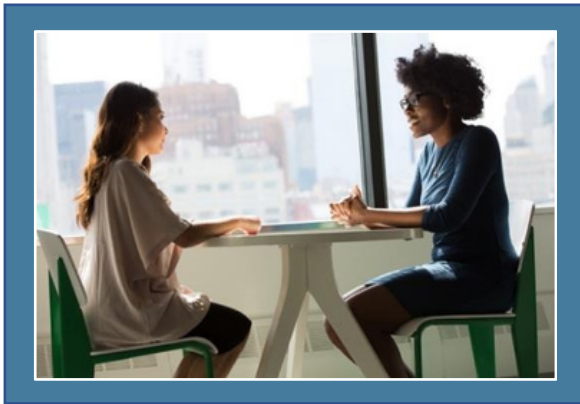
–IDEA Working Group Participant, Fall 2020



IDEA participants would recommend our workshops

CONSULTING PACKAGES

COACHING



PRICE PER TEAM MEMBER

6 sessions of 50 mins sessions:

Public Price:	\$1,800
Community:	\$1,710
Sweet deal:	\$1,620

Each additional 50 mins sessions

Public price:	\$300
Community:	\$285
Sweet deal:	\$270

Executive coaching features a series of **50-minute** specialized and professional coaching sessions for **executive, business, and personal development**.

Coaching sessions center on supporting the coachee to solve problems and implement solutions. Through coaching sessions, leaders learn to align their values, talent, culture, and strategy with the vision and mission of the organization.

The first session will establish rapport, discuss strengths, barriers and challenges, set session goals, and develop a personal vision of success. Subsequent sessions will focus on reflection and address progress toward goals. In the final session, the coach will celebrate progress and develop a plan for continuing success.

A minimum of **six sessions** are required to successfully process the self- discoveries and implement new strategies.

NONPROFIT CONSULTING

Nonprofit Solutions consulting services provide **capacity-building** and **problem-solving** assistance. We help you develop **creative solutions** to **organizational problems** and serve as a catalyst for change and growth.

From problem definition to data gathering and analysis, through recommendations and implementation, we offer affordable consulting services with an emphasis on **client focus and results**. Put our expertise to work for you!

Also available: One-on-One **DISC Behavioral Style Consulting** with our Certified DISC Trainer.

Some past projects

- Policy review through IDEA lens
- Organizational Assessment
- Fundraising Strategy / Planning
- Hiring Preparation

Investment:

Price per hour

Public Price:	\$175
Community:	\$166.25
Sweet Deal:	\$157.50

90%

SATISFACTION RATE ON
CUSTOM TRAINING AND
CONSULTING PROJECTS

RECOGNIZED AS ONE OF THE

Top 14

CONSULTING FIRMS BY THE 2022
SAN DIEGO BUSINESS JOURNAL

READY TO GET STARTED?

[CLICK HERE](#)

To fill in our contact form and schedule your initial FREE consultation to discuss how we could best serve your needs.

Or reach out to jcoupe@npsolutions.org

-----The Nonprofit Solutions Way-----

1

Be **Effective, Impactful & Relevant**

- Serve the nonprofit community during changing times

2

Create a **Supportive & Inclusive** Community

- Collaborative & cooperative
- Inclusive & accessible

3

Design an environment of **Wellness & Growth**

- Optimistic
- Encourage Growth Mindset
- Promote work/life balance & wellness

4

Aspire to **Innovation & Technology**

- Innovative ways to connect
- Connect through virtual spaces