

Leadership & Organizational Learning Programs

Learning spaces for nonprofit teams



EVOLVE

Training | Coaching | Facilitation

Our Approach to Group Learning

EvolveTCF partners with nonprofit leaders and teams to strengthen how they work together so their organizations can operate more sustainably and serve their communities well.

Our learning experiences are designed specifically for nonprofit environments and combine practical tools, real-world scenarios, guided reflection, and peer learning. Rather than focusing only on content delivery, we create space for teams to think together, strengthen alignment, and apply learning directly to their day-to-day work.

Participants can expect:

- Nonprofit-specific learning experiences
- Real-world case studies and discussion
- Guided reflection and peer learning
- Practical tools and strategies for immediate application
- Space for honest conversation, dialogue, and shared understanding

Our Work Is Often a Good Fit For:

- Organizations experiencing growth, transition, or change
- Teams navigating role confusion, communication challenges, or misalignment
- New or evolving leadership teams
- Boards seeking stronger partnership and alignment with organizational leadership
- Nonprofits working to strengthen culture, accountability, and sustainability

Customized Learning Experiences

Every nonprofit organization operates within a unique context. EvolveTCF offers customized learning experiences designed to reflect your organization's mission, values, goals, and challenges.

Whether you are navigating growth, leadership transition, role confusion, communication challenges, or organizational change, we work collaboratively to design learning experiences that support stronger alignment, healthier team dynamics, and sustainable leadership practices.

For 501(c)(3) organizations with annual operating budgets under \$500,000, sliding scale pricing may be available.

Recording

To support open dialogue and meaningful participation, sessions are not typically recorded. If a recorded session is needed, this can be planned in advance and structured in a webinar-style format, with pricing adjusted accordingly.

Leadership & Team Development:

How We Work Together

Best for: Whole teams

Strong teams are not built through assumptions. They are built through shared understanding, clear expectations, communication, and trust.

This learning lab helps teams examine how they currently work together, where tension or disconnect may exist, and what shifts are needed to support healthier collaboration. Through real-world scenarios, reflection, and facilitated dialogue, participants strengthen alignment around communication, decision-making, and team norms.

Participants leave with:

- Shared agreements for how the team works together
 - Clearer communication and collaboration practices
 - Greater alignment around expectations and team dynamics
 - Practical next steps to strengthen trust and coordination
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Having the Hard Conversations: Navigating Communication and Conflict in the Workplace

Best for: Staff, supervisors, and managers

Conflict is a normal part of working closely with others, especially in mission-driven environments where people care deeply about the work.

This session helps participants build confidence and practical skills for navigating difficult conversations in ways that strengthen communication, preserve relationships, and support accountability.

Participants leave with:

- Greater confidence navigating difficult conversations
- Practical approaches for addressing tension and conflict constructively
- Tools for giving honest feedback with clarity and respect

→ Strategies for repairing trust and moving conversations forward

Leading Without the Title

Best for: Emerging leaders and individual contributors

Leadership is not limited to positional authority. In nonprofit organizations, staff often lead through influence, relationships, initiative, and collaboration long before they hold formal leadership titles.

This learning lab supports emerging leaders in developing confidence, communication skills, and leadership presence while navigating complex team environments and overlapping responsibilities.

Participants leave with:

- Greater confidence and clarity in their leadership role
 - Stronger communication and influence skills
 - Tools for navigating leadership without formal authority
 - Strategies for contributing sustainably and effectively within teams
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Supporting Others to Do Their Best Work

Best for: Supervisors and managers

Supervision is both relational and operational. Effective supervisors create clarity, build trust, support accountability, and help staff grow in sustainable ways.

This workshop supports supervisors in strengthening how they communicate expectations, provide feedback, navigate challenges, and support team development within nonprofit environments.

Participants leave with:

- Greater clarity around the role and responsibilities of supervision
 - Practical tools for feedback, accountability, and communication
 - Strategies for supporting staff growth and team sustainability
 - Stronger approaches to balancing care, expectations, and follow-through
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Organizational Clarity & Team Systems:

From Intentions to Systems

Best for: Teams experiencing role confusion, communication gaps, or coordination challenges

Many nonprofit teams operate with strong intentions but unclear systems. Over time, informal practices, overlapping responsibilities, and inconsistent communication can create confusion, strain, and inefficiency.

This workshop helps teams identify where greater structure, clarity, and coordination are needed. Through reflection, discussion, and practical application, participants examine workflows, decision-making, and team responsibilities to strengthen organizational alignment.

Participants leave with:

- Greater clarity around roles and responsibilities
 - Shared understanding of workflows and decision-making
 - Practical strategies for improving coordination and communication
 - Stronger systems to support sustainable teamwork
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Structuring Accountability and Performance

Best for: Teams, supervisors, and managers

Accountability works best when expectations are clear, communication is consistent, and teams share a common understanding of what success looks like.

This workshop helps nonprofit teams strengthen accountability practices in ways that are equitable, supportive, and sustainable rather than punitive or compliance-driven. Participants explore how feedback, expectations, and follow-through shape both team culture and organizational outcomes.

Participants leave with:

- Clear understanding of what accountability looks like in practice
 - Tools for setting expectations and following through consistently
 - Strategies for addressing gaps in communication and ownership
 - Shared approaches to performance that support healthy team culture
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Equity, Communication & Workplace Culture:

Building Inclusive Leadership: Embracing Diversity, Equity and Inclusion

Best for: Staff, managers, and leadership teams

Inclusive leadership is shaped through everyday decisions, interactions, and workplace practices.

This workshop explores how power, identity, bias, and systemic inequities show up within nonprofit organizations and leadership spaces. Through reflection, dialogue, and case studies, participants strengthen their ability to foster more inclusive, equitable, and trusting team environments.

Participants leave with:

- Greater understanding of how power and identity shape workplace experiences
 - Practical tools for fostering inclusion, trust, and belonging
 - Increased awareness of bias and systemic barriers
 - Clear ways to integrate equity into day-to-day leadership and decision-making
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Staying Connected Across Difference

Best for: Diverse teams and cross-functional groups

Strong teams are not built by avoiding differences. They are built by learning how to stay connected through differing perspectives, discomfort, and disagreement.

This session supports teams in strengthening communication, trust, and dialogue across differences while building greater capacity to navigate tension in healthy and productive ways.

Participants leave with:

- Stronger skills for dialogue across difference
 - Increased trust and understanding within teams
 - Greater confidence navigating discomfort and disagreement
 - Practical approaches for staying connected during challenging conversations
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The Role of the Nonprofit Board Chair

Best for: Current and incoming board chairs

This workshop focuses on the unique responsibilities of the board chair as a facilitator, connector, and steward of organizational health.

Participants leave with:

- Clear understanding of the board chair role
 - Tools for leading effective board meetings
 - Strategies for supporting the executive director and board sustainability
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Board Leadership 101

Best for: New board members and boards seeking a shared foundation

This workshop provides a practical introduction to nonprofit board leadership, roles, and responsibilities. Designed for board members at all stages, the session helps participants understand how effective governance supports organizational health and mission impact.

Using real-world examples, discussion, and reflection, board members explore how to contribute meaningfully while maintaining appropriate boundaries between governance and management.

Participants leave with:

- Clear understanding of core board responsibilities
 - Stronger grasp of governance versus management
 - Shared expectations that support effective and engaged board service
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Guiding Change Together

The Board and Leadership Partnership

Best for: Boards and organizational leadership teams

Change is a constant in nonprofit organizations. Leadership transitions, funding shifts, mergers, program growth, and evolving community needs all require boards and leaders to work in close partnership.

This workshop focuses on how boards and organizational leadership can navigate change together in ways that honor their distinct roles while strengthening trust, communication, and shared responsibility. Through case studies, reflection, and peer dialogue, participants examine common tensions that arise during change and practice approaches that support steadiness and clarity.

Participants leave with:

- Clear understanding of the distinct and complementary roles of board and leadership during change
- Stronger communication and alignment during high-stakes decisions
- Tools for staying grounded in mission and values through transition
- Shared expectations that reduce confusion, tension, and burnout

Organizational Learning Partnerships

EvolveTCF partners with nonprofit organizations to design and facilitate ongoing learning experiences that support long-term organizational health, leadership development, and team sustainability.

These engagements often begin with listening sessions, surveys, interviews, or facilitated conversations to better understand your organization's strengths, challenges, goals, and team dynamics. From there, we develop a customized learning plan that may include:

- Facilitated learning labs and workshops
- Leadership development series
- Team reflection and dialogue spaces
- Board and leadership alignment sessions
- Coaching and implementation support
- Practical tools and resources tailored to your organization

Ongoing partnerships typically span 6–12 months and are designed to evolve alongside your team, ensuring learning remains responsive, practical, and connected to your organization's day-to-day realities.

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Investment

Virtual Learning Labs

- 90 Minutes: \$1,500
- 2 Hours: \$2,000
- 3 Hours: \$2,500

In-Person Learning Labs

- 90 Minutes: \$2,000
- 2 Hours: \$2,500
- 3 Hours: \$3,000

Customized pricing is available for multi-session learning series, retreats, board development engagements, and ongoing organizational partnerships.

To explore a customized learning experience or organizational partnership, contact hello@evolvetcf.com