

➔ **The 100+ Keys to Nonprofit Transformation**

Chapter 12: Teams, Inclusion, and Type

101. Do not sacrifice individual accountability.
102. Passion is easy to obtain, impartiality much less so.
103. Allow for authentic leadership.
104. Diversity has many faces. Consider them all.
105. Your organizational structure must support alignment.
106. Address causal ambiguity
107. Make use of the Socratic Method.
108. Recognize that certain personality types dominate nonprofit workplaces.
109. Intentionally integrate an array of dispositions and thinking patterns.
110. Openly acknowledge and appreciate your hodgepodge.
111. Utilize teams to root out psychological inertia and path dependency
112. Use human resources to purposely unstick.
113. Understand and optimize the three-customer mix.
114. Allocate board responsibilities according to its dual imperative