

Beyond the core skills: behaviour for future fundraising

LEADERSHIP TRACK

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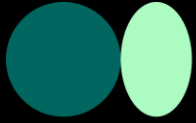
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Emotional connection

- *What behaviours are you consciously using at work to ensure that your team members feel a certain way? How do you want them to feel?*
- *What behaviours and messages are you consciously engaging in to support team wellbeing and to ensure there is care in the team?*

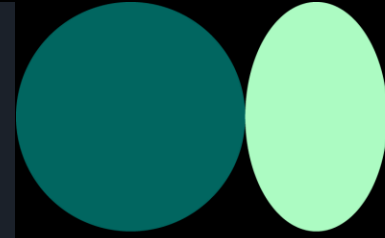
Image Jason Goodman Unsplash



Authentic presence

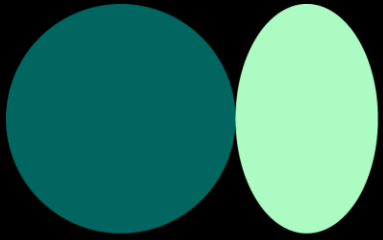
- *What are you doing and saying at work to let your team know who you really are?*
- *How might that be different when you have transitioned from fundraising colleague to fundraising leader?*

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Making mistakes – psychological safety

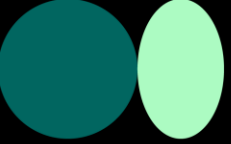
- *What is the last major mistake you made at work? How did you feel and how did others react?*
- *How do you communicate to your team that you don't have answers for everything?*

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Be a lighthouse

People can be like lighthouses. It's easy to act as if you are a weathervane, always changing your beliefs and words, trying to please everyone around you. But **we were born to be lighthouses**, not weathervanes. Imagine a vertical axis running through the center of your heart, from your deepest roots to your highest aspirations. That's your lighthouse. It anchors you in the world and frees you from having to change directions every time the weather shifts. Inside the lighthouse there is a lens and a light. The light represents who you are even when nobody else is looking. That light was meant to keep shining, no matter how dark and stormy it gets outside.

When you find that light inside you, you will know it. Do not let anyone else dim it! Remember to look for the light inside others. If at first you cannot see it, look deeper. It's there.

(Robert K. Cooper, *The Other 90%*)

- *Image Tyler Maddigan Unsplash*



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Thank you

