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## Sustainability

*Turning Your Nonprofit Into A Powerhouse!*

**Bonus Edition**

## Staff & Management

Introduction | Nature of Managerial Work  
Human Resources | Group Dynamics | Innovation

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### Mark 10:42-45 (ESV)

And Jesus called them to him and said to them, "You know that those who are considered rulers of the Gentiles lord it over them, and their great ones exercise authority over them. But it shall not be so among you. But whoever would be great among you must be your servant, and whoever would be first among you must be slave of all. For even the Son of Man came not to be served but to serve, and to give his life as a ransom for many."

### Introduction

**Management** in business and organizations is the function that coordinates the efforts of people to accomplish goals and objectives using available resources efficiently and effectively. Management comprises planning, organizing, staffing, leading or directing, and controlling an organization to accomplish the goal. Resourcing encompasses the deployment and manipulation of human resources, financial resources, technological resources, and natural resources.

### The Nature of Managerial Work

In **for profit** organizations, management's primary function is the satisfaction of a range of stakeholders. This typically involves making a profit (for the shareholders), creating valued products at a reasonable cost (for customers), and providing great employment opportunities for employees. In **nonprofit** management, add the importance of keeping the faith of donors.

In the public sector of countries constituted as representative democracies, voters elect politicians to public office. Such politicians hire many managers and administrators, and in some countries like the United States political appointees lose their jobs on the election of a new president/governor/mayor.

Basic Functions include: **Planning**: Deciding what needs to happen in the future and generating plans for action(deciding in advance). **Organizing**: Making sure the human and nonhuman resources are put into place **Coordinating**: Creating a structure through which an organization's goals can be accomplished. **Commanding**: Determining what must be done in a situation and getting people to do it. **Controlling**: Checking progress against plans.

## Human Resources

"Human resources" (HR) refers to any activity within a business or organization to deal with the management of its employees. These tasks can include employment of staff, training, retention and other tasks to deal with employees inside an organization.

Organizations tend to see Human Resources as a fundamental area to consider when it comes to growth and improvement.

The main goal of human resourcing is to plan to 'drive innovation, productivity and prosperity of purpose through mobilizing the workforce towards excellence'.

## Group Dynamics

Group behavior is the interaction between individuals of a collective and the processes such as opinions, attitudes, growth, feedback loops, and adaptations that occur and change as a result of this interaction.

The interactions serve to fulfill some need satisfaction of an individual who is part of the collective and helps to provide a basis for his interaction with specific members of the group.

Organizations support the use of teams, because teams can accomplish a much greater amount of work in a short period of time than can be accomplished by an individual contributor, and because the collective results of a group of contributors can produce higher quality deliverables.

## Innovation

Innovation is often considered a form of productive behavior that employees exhibit when they come up with novel ideas that further the goals of the organization.

"Are there quantifiable predictors that an individual will be innovative?"

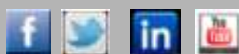
Research indicates if various skills, knowledge, and abilities are present then an individual will be more apt to innovation. These qualities are generally linked to creativity.

see [The-Advocate Magazine for References](#)  
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Always feel welcome to contact us directly with any questions, comments, or great ideas!

*Jack Johnson*

Founder & CEO



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*Helping Individuals, Organizations & Communities  
Achieve Their Full Potential*

Our Mission

The Mission of The Advocacy Foundation  
is Threefold:

To Rescue

Young persons from the prison pipeline  
and help redirect and restore their lives;

To Teach

New and fledgling nonprofit organizations to become  
fundable, to thrive, and to maintain compliance;

To Train

Qualified Juvenile Justice Professionals with a passion  
for effective careers in the Juvenile Justice system.