

# NONPROFIT WELL-BEING LEARNING SERIES

## ***BUILD A CULTURE OF WELL-BEING TO POWER YOUR WELL-DOING***

Exhaustion. Turnover. Martyrdom. Overwork. Cynicism. Restricted Resources. We know how difficult it is to be a nonprofit leader and how prevalent burnout and compassion fatigue are in the nonprofit sector. We also know that traditional wellness programs and initiatives often do not address the cultural and systemic factors that negatively impact well-being in our field and for the humans doing the work. In this four-month learning series, we take participants beyond mindfulness and massages to uncover and solve for the root causes of burnout in their specific contexts and the nonprofit sector at large. We help you deepen your burnout prevention efforts while learning how to actively cultivate a culture of well-being that serves your cause, your bottom line, AND your people.

In a supportive, community-based space we teach you:

- What burnout is (and what it isn't)
- How burnout, compassion fatigue, and vicarious trauma show up and impact our work
- How to notice, address, and heal from burnout for yourself
- How to navigate the emotional labor of leadership
- How to notice, address, and heal from burnout in your teammates and colleagues
- How to build a sustainable culture of well-being and healing
- Strategies, policies, and systems for cultivating well-being

By the end of the experience, you will have created a comprehensive action plan for addressing burnout and cultivating well-being at your organization in the short and long term.

**DEADLINE TO ENROLL: MAY 8**

### **The Nonprofit Burnout Epidemic**

The nonprofit sector attracts humans (like you) who care deeply about making a difference for others, their communities, and the world. While they often come into the field on fire and hungry to create impact, research shows that an alarming number of these workers experience chronic stress, burnout, compassion fatigue, and even vicarious trauma as a result of their work. Though it can be tremendously rewarding, nonprofit work can also be emotionally, spiritually, and physically exhausting. High workloads, limited resources, emotional labor, cultures of martyrdom and sacrifice, excessive bureaucracy, and persistent exposure to injustice and broken/harmful systems are increasingly harming our people and by proxy, our missions and movements.

Unfortunately, much of the current discussion and many of the available interventions around burnout prevention and well-being in nonprofits puts the onus of healing and prevention on already stressed, stretched, and overwhelmed individuals. This program is designed to instead look at how systems, policies, cultures, and leadership paradigms can be proactively, intentionally, and often *easily* redesigned to actively cultivate individual and collective well-being.



## Who is this Learning Series For?

- Nonprofit leaders with at least some oversight and decision-making power related to work culture, leadership/management development, organizational learning, and/or human resources.
- Humans committed to building healthier, burnout-resistant, and sustainable teams and/or organizations
- People who are growth-oriented, curious, open-minded, and ready to make bold moves on behalf of their people and the nonprofit sector
- People who seek and value being part of an intimate and powerful community of leaders, learners, and changemakers.

## The Learning Modules

*Learning topics may change based on the specific needs of the cohort and the results from diagnostics.*

### **Module 1: The Science and Impact of Burnout**

*Learn the scientific and psychological underpinnings of burnout, understanding its roots and impact on individuals, organizations, and the sector at large.*

### **Module 2: Healing From & Preventing Burnout for Self**

*Learn actionable strategies for personal healing, understand how to proactively prevent burnout, and build a toolkit of coping and resilience strategies.*

### **Module 3: Noticing and Addressing Burnout for Staff & Colleagues**

*Learn how to recognize signs of burnout in others and develop skills to validate, respond to, and effectively support colleagues when they are showing signs of chronic stress (yes, while still getting work done).*

### **Module 4: Navigating & Addressing the Emotional Labor of Leadership**

*Understand the emotional demands inherent in leadership roles and the factors, the factors that contribute most to the emotional labor of leadership, and the impact of emotional labor on personal and professional well-being.*

### **Module 5: Building an Active Culture of Community Care, Well-being & Healing**

*Explore strategies for building organizational ecosystems that heal and foster a culture of collective well-being and mutual support. Learn how to build resilience and solidarity, and foster belonging and psychological safety.*

### **Module 6: Strategies, Policies & Systems for Cultivating Well-being [Two Parts]**

*Learn about organizational policies, systems, and practices that actively contribute to well-being in eight domains-- emotional, physical, occupational, cultural, social, spiritual, intellectual, and financial.*

### **Module 7: Building and Sustaining a Sector of Well-being**

*Explore collective approaches to building a nonprofit sector that actively cultivates individual, collective, and organizational well-being and resilience. Identify opportunities for collective action, advocacy, and resource-sharing.*

*\* All of our learning modules include active learning and discussion time in addition to intentional planning and problem-solving time.*

*\* All Learning Modules will be recorded*

**SIGN UP**

## Expected Outcomes

*While outcomes will vary depending on your organization and what you put into the program, we have designed the experience to help participants and their organizations:*

- Be more prepared and equipped to notice and address burnout for self and team
- Have mentally and physically healthier workers who take less time off and are more present and productive
- Build cultures and systems that give individuals space to heal from existing burnout, prevent future burnout, and actively cultivate well-being
- Reduce unpredictable turnover
- Improve motivation, engagement, and energy for the important work they do to change the world
- Interrupt cultures of martyrdom, overwork, and scarcity endemic to the nonprofit sector (and FIX IT FOR REAL)

## Our Approach & Special Sauce

Reloveution is committed to creating engaging, inclusive, collaborative, and transformational spaces where we not only impart knowledge but also prioritize and harvest the collective wisdom of the room. We are intentional about crafting experiences in which human beings of all cognitive and physical abilities can safely and meaningfully learn, absorb, reflect, discuss, apply, and practice skills with others in community. To maximize our collective growth and impact, you can expect a blend of several interactive modalities including live learning and strategy sessions, one-on-one and small-group coaching, independent and group reflection exercises, and storytelling opportunities.

## Do I or My Organization/Team Need This Now?

We can't speak for your people without talking to them, but research shows that burnout impacts more than half of all nonprofit employees and more than 60% of nonprofit leaders. In addition, more than half of nonprofit executive directors and HR leaders report stress and burnout as core causes of workforce shortages and annual workforce turnover. So chances are, yes. Your organization/team needs this now (and probably needed it a decade ago, too).

If you're looking for more concrete warning signs, here are some things you might see or feel that would indicate that you or your organization may be a good fit:

- Your teammates seem exhausted, disengaged, withdrawn, grumpy, and/or cynical most (if not all) of the time
- Your leadership team is spending copious time addressing and/or trying to accommodate overwhelmed staff
- You've noticed decreased productivity and performance, even with your highest performers
- Interpersonal relationships are strained because folks are combative, aggressive, and/or argumentative
- People are using an alarming number of sick or mental health days, are increasingly arriving/leaving (or signing on/off) late or early, or are more unresponsive than usual
- Your turnover rate has increased or you are chronically understaffed, putting added pressure on your people
- Employees are not volunteering for things they used to volunteer for or are turning down stretch or passion projects
- You've HEARD that people are burnt out directly or tangentially

**SIGN UP**

## The Return on Investment

The impact of burnout and well-being extends beyond how people **feel** and impacts job performance, retention, team morale, goal attainment, and overall organizational health and sustainability. Therefore, the potential returns of investing in this program are huge for your organization, team, people, and mission.



### Increase Productivity and Engagement

*When employees report low stress, high support, and strong health, they are up to 15% more productive (American Journal of Health Promotion). When employees are physically, mentally, and emotionally healthy, they are more likely to be engaged in their work and to perform at a high level.*



### Reduce Turnover & Recruitment Costs

*Organizations that prioritize well-being see up to 25% less employee turnover compared to those without such programs (Society for HR Management). Turnover costs organizations 50-200% of a lost person's annual salary.*



### Improved Employee Health & Well-Being

*Organizations that prioritize well-being, experience an average healthcare cost reduction of 28% and report 27% lower absenteeism (Health Enhancement Research Organization).*



### Enhanced Organizational Reputation

*Organizations that demonstrate a strong commitment to employee well-being find it easier to attract top talent, as job seekers increasingly consider workplace culture and wellness initiatives when evaluating potential employers.*



### Greater Innovation & Creativity

*Chronic and unmanaged stress affects people's capacity for creative thinking and problem-solving, as well as their willingness to take chances and follow novel ideas. Innovative and creative thinking are critical to solving the pressing social issues of our time!*

## The Financial Commitment

In a recent survey we conducted with nonprofit leaders, we heard that lack of funding and limited resources were the most significant barriers to addressing burnout and cultivating a culture of well-being. **We understand the real funding constraints of many nonprofit organizations and do not want access to resources to get in the way of your and your organization's commitment to preventing burnout and building well-being for all.** That would defeat the whole purpose!

The base cost of participating in the full Learning Series is \$1200 but you can use the following codes to reduce your investment based on your need. We trust you to make open-hearted decisions about what you/your organization can afford.

10% off = DREAMER

20% off = SUPPORT

30% off = SOLIDARITY

**Still can't afford it? Please reach out to [marissa@truerloveution.com](mailto:marissa@truerloveution.com) to discuss payment plans or taking advantage of our Solidarity & Equalization Fund.**

# Calendar

Unless otherwise specified, all modules take place from 1:00-2:30pm Eastern Time.

May 13	Module 1: The Science & Impact of Burnout
May 28	Module 2: Healing From & Preventing Burnout for Self
June 10	Module 3: Noticing & Addressing Burnout for Staff
June 24	Module 4: Navigating & Addressing the Emotional Labor of Leadership
July 8	Module 5: Building a Culture of Community Care, Well-being, and Healing
July 22	Module 6: Strategies, Policies & Systems for Cultivating Well-being Domains 1-4
August 5	Module 7: Strategies, Policies & Systems for Cultivating Well-being Domains 5-8
August 19	Module 8 & Closing: Building and Sustaining a Sector of Well-being

## How Do I Sign Up?

- **Enrollment Link:** <https://form.jotform.com/240794971085063>
- Save the dates to your calendar (we'll send them out but know calendars fill up quickly)
- Sit back and wait for the magic to begin

## About Your Facilitator

**Marissa Badgley, MSW** is the Founder of Reloveution, a consulting and professional development services provider that helps organizations build strong, sustainable, and healthy workplaces with engaged employees, powerful leadership, and compassionate, heart-centered cultures. A globally recognized work culture transformation expert and facilitator, Marissa is driven by her own experiences of burnout and trauma in nonprofits, and has worked with 100+ companies and tens of thousands of current and emerging leaders worldwide to help them holistically and sustainably prevent what happened to her from happening to their people. She is on a mission to transform the world of work through the power of compassion, community, and HEART.

Marissa has been featured as a thought leader in publications such as Forbes, Nasdaq, Business Insider, ThriveGlobal, Medium, and Crunchbase, and on podcasts such as Do Business Better, Small Biz Gone Viral, Welcome to my World, and Employment Law Today. She has also been a regular speaker on burnout and well-being at nonprofit conferences throughout the United States. Marissa holds a MSW in nonprofit organizational and leadership development from Washington University in St. Louis and a BA from Franklin & Marshall College.



# Nonprofit Well-Being Learning Series

## FAQs

### **Who should participate in the se?**

This program is designed for nonprofit leaders with at least some oversight and decision-making power related to work culture, leadership/management development, organizational learning, or human resources.

### **When are the events and modules?**

All modules take place on Mondays from 1:00-2:30pm Eastern Time.

### **What if I can't attend all of the sessions?**

Attendance is important to get the most out of the program. We understand that things come up and that attending every session may not be possible. Because this is a community-based experience and the content builds over time, we encourage you to only enroll if you know that you can attend at least 75% of the session.

### **What technology do I need to participate?**

Access to Zoom and Google Drive is necessary to fully participate in this series. We strongly encourage participants to attend the Live Modules with their cameras on!

### **Will Modules be recorded? Will I have access to the program materials after the program ends?**

Modules will be recorded but the recordings will not include any of the live discussions (which is where most of the magic happens!). Recordings will be available for 1-year post program-completion. You will have access to all program materials and documents forever.

### **How much time will I need to spend outside of the Live Modules?**

We estimate that between-session assignments and exercises will take 1-2 hours. These are optional but highly encouraged.

### **I know this is important but am not sure my organization will buy-in; HELP!**

We get it! Book a connection call with us to discuss your specific circumstances and we can help you build a strategy for getting buy-in!!

### **I'm still not sure. Who can I contact with questions?**

Please email [info@truereloveution.com](mailto:info@truereloveution.com) with any other questions you may have or book a connection call to pick our brains! We are happy to answer them and want to make sure you have the information you need!



**SIGN UP**