

Strategies for Professional Excellence and Personal Satisfaction

Rewards Identified by Grantmakers

- Meaningful, satisfying
- Interesting, stimulating, intellectual
- Status and influence benefits
- Community connection and knowledge

Source: Grantcraft, Personal Strategy

Challenges Identified by Grantmakers

- Role/Self tension (sometimes parts of your job aren't a personal fit. What do you do with them?)
- The "Sandwich Factor" (caught in the middle between boards and bosses and grantseekers and grantees)
- Perspective loss (totally immersed in duties and responsibilities, no perspective on your work)
- The "Mother Teresa Syndrome" (assuming the responsibility of the world on your shoulders)
- Arrogance/power creep

Source: Grantcraft, Personal Strategy

Strategies for Effectiveness, Growth, & Renewal

- Become active in your regional association, join an affinity group.
- Find a cadre of colleagues, start a community of practice.
- Give back to the profession, stay attuned to the field.
- Find a mentor, don't be without one.
- Enjoy the community, take advantage of community resources
- Analyze frustrating situations, understand role conflicts
- Join national networks
- Analyze frustrating situations, understand role conflicts

Grantmaking Practice Online Resources

LearnPhilanthropy/Johnson Center for Philanthropy

 LearnPhilanthropy.org exists to accelerate learning among newcomers to philanthropy and evolve how learning happens in the field.



Candid Learning for Funders (formerly GrantCraft)

 Candid Learning for Funders develops and curates resources across different strategies, issues, languages, and formats.



Regional Professional Development

- Join Maryland Philanthropy Network's General Mailing List
 - www.marylandphilanthropy.org/events
 - Affinity Groups & Roundtables
- GBC's The Leadership or Leadership Maryland
- Emerging Leaders United
 - www.emergingleadersunited.org
- ABC Board Pipeline Training
- Business Volunteers Maryland
 - <u>www.businessvolunteersmd.org</u>
- **EPIP** DC Chapter

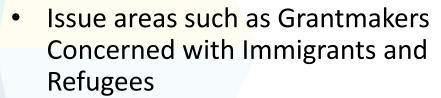






National Philanthropy Serving Organizations

Philanthropy-Serving
Organizations (PSOs) have deep content knowledge in their specific areas of expertise:



- By role such as Peak Grantmaking
- Demographic focus such as Hispanics in Philanthropy
- Long list here! <u>www.unitedphilforum.org/national-philanthropy-serving-organizations</u>







Action Steps for the Short Term

- Take a piece of paper and an envelope OR open a calendar appointment for July 28.
- Write down three things that you will do over the next six weeks to continue learning, strengthening your skills and effectiveness, and/or supporting yourself in philanthropy.
- Address the envelope to yourself, put it somewhere you can find it later
- Set a reminder "Continuing to Learn Message!" for July 28
- Are there ways that Maryland Philanthropy Network can help support your growth? If so, let us know!



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