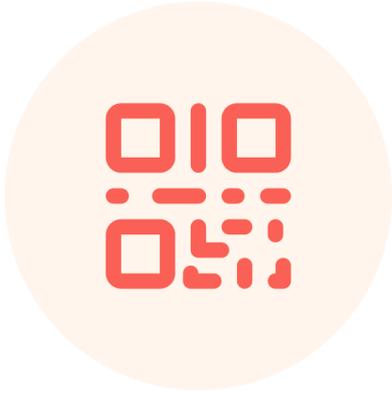


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**How are you feeling today?**

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# Teamwork DOES Make the Dream Work: Collaboration and Culture



# Hello!

Aimee Holland

**Senior Director, Development  
Operations, Annual Giving, and  
Stewardship**

Charlene Lobo Soriano, Ed.D, NCC  
**Chief of Staff**

**Alameda Health System Foundation**





# Learning Outcomes

1. Identify **Bottlenecks** in your work
2. Set **Goals** with your team
3. **Collaborate** with Team to build culture and maximize growth



# 1. Meet Alameda Health System Foundation





# New Leadership, New Vision





# New Roles at AHS Foundation



Prospect Researcher



Director of  
Development  
Operations



Senior Director of  
Learning & Culture



## 2. Challenges Along the Way: Identify Bottlenecks





# **Discovery:**

Prior processes  
incompatible with  
industry standards



# **Culture:**

New ways of working &  
Building culture  
remotely



# Change Management: Resistance to change

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**In one word, describe  
change.**

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# 3. Building Trust

AHP ANNUAL  
**International**  
CONFERENCE





# Change

- Mostly new staff
- Reorganization in 40 days
- Unclear change management
- Decision fatigue



# Reframing Change

- Subject Matter Expert Partnerships
- Finding “linchpin”
- Sharing the goal
- Involvement in the process
- Rallying the network



# 4. Goal Setting

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**International**  
CONFERENCE





# A system to be reportable

- Identify bottlenecks in processes
- Identify gaps and closing them



# Building a data-driven organization

- Benchmarking
- Setting goals
- Strategic planning
- Show your work



# 6. The Sum of All Parts





Cultures are like buildings. Without proper maintenance, they fall apart. - Adam Grant





# Culture and Building Trust

- Invest in your team
- Empower them to collaborate
- Role model behavior
- Upskill your team



# New Roles at AHS Foundation *Continued*



Associate Director of  
Development



Associate Director,  
Development  
Operations



Coordinator,  
Partnerships &  
Engagement



Senior Staff  
Accountant

And  
Interns!



# Strategies

- Ask for help
- Foster open channels of communication
- Understand change and how it happens at your organization
- Use tools to assist with decision fatigue



# New Roles at AHS Foundation *Continued*



Sr. Director of  
Development  
Operations, Annual  
Giving, and  
Stewardship



Chief of Staff

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**If you knew you could not fail,  
what strategy would you  
implement with your team?**

① Start presenting to display the poll results on this slide.

Thank  
you!



*Connect with us!*