

vantage point

Executive Lab Outcomes

Since its first iteration as the Executive Director Learning Circle in 2006, Vantage Point's Executive Lab program has engaged nearly 150 senior not-for-profit sector staff members in peer-based learning to develop personal leadership and improve organizational performance.



“For me, Executive Lab opened an entire new way of thinking and approaching problems. It helped me understand my role better, and most importantly taught me that the critical thing to strive for as an Executive Director is alignment.”

Ana Arciniega, Executive Director, Delta Gymnastics Society

In July 2017, Vantage Point evaluated the program to learn more about its impact on leaders and organizations. Through 28 online survey responses and 4 participant interviews, prior program participants confirmed that the Executive Lab program directly impacted their leadership abilities in several ways:

- 82% of participants agreed that because of Executive Lab, their effectiveness as a leader, confidence and competence with their executive role and responsibility greatly improved
- 73% said their relationship with their board has improved
- 68% significantly increased the number of donors and volunteers committed to their cause
- 100% said the scope of programs was much better
- And 75% said their program effectiveness was also much better

Overall themes of the survey included Leadership Effectiveness, Organizational Effectiveness and explore the Degrees of Organizational Change.

With regards to Organizational Effectiveness, most positively impacted organizational budget, number of donors, number of staff and number of volunteers. An average of 68% of responders reported back these positive results.

When exploring the Degrees of Organizational Change, it was found that positive changes were most prominent in the areas of Scope of Programs, Staff knowledge, Community outreach and Program effectiveness.

These results overwhelmingly point to the fact that leadership training is crucial in the longevity and success of not-for-profit organizations. Through the increased capacity embodied by leaders who have benefited from past Executive Labs and leadership training on a grander scale, we here at Vantage Point are fully committed to the importance of training at all levels of expertise and leadership to increase organizational performance.