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When it comes to organizational planning and change leadership efforts, a recent personal experience highlighted the value of the philosophy we put forward in our book *The Abundant Not-for-Profit*. The book centres on the idea that a clear and compelling mission, and a focus on attracting passionate, skilled people to contribute unique skills, provides access to an abundance of resources and skills to get the job done. As I discovered recently, groups looking to initiate or launch new change leadership efforts by focusing on resources other than people (like money) too soon can actually derail or inhibit the transition from an idea to a start-up!

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For our virtual interview, Kelly Alder, Vice President for Human Resource Programs at Ceridian, joins me to share her HR expertise on the topic: Show Me the Money! Getting Clarity on Compensation. Kelly is familiar with the not-for-profit context through her role as Executive Director of Ceridian

Cares, Ceridian's philanthropic foundation. Kelly emphasises the importance of starting with your organization's values in articulating a clear compensation philosophy that then serves as the key foundation for making compensation decisions across the organization.

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