

Fundamentals of a change approach for non-profit organizations, insights from church management in Germany

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Los Angeles, March 19th, 2019

NPOs face a high pressure to re-shape their organizational structures but do not see possible support by external consultants

High pressure

- Financial pressure and decreasing member structures
- Insufficient internal capacities with needed skills and experience
- Growing competition in many fields of activity
- Blurring boundaries to the profit sector

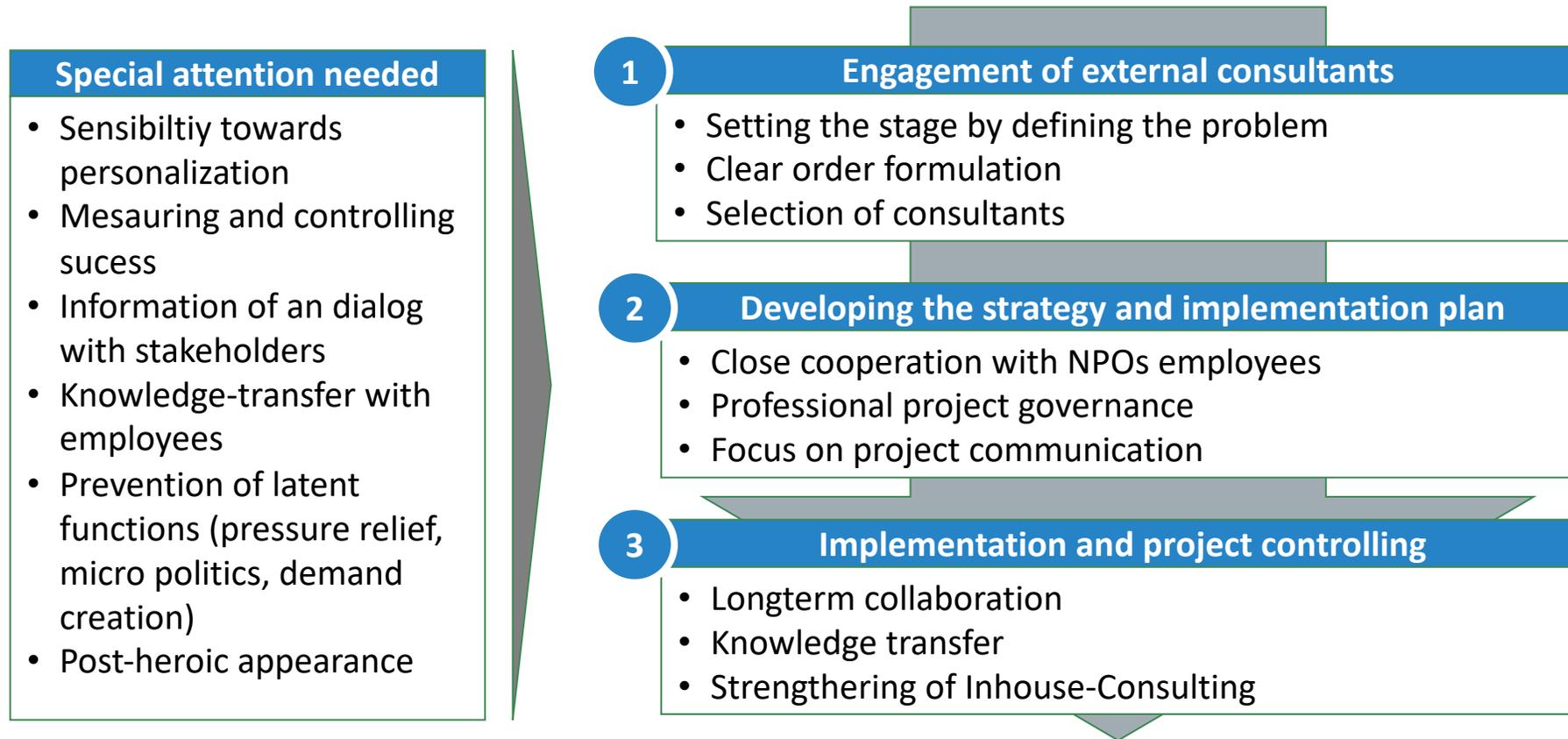
Sceptism towards consultants

- No or disillusioning experiences with management consultants
- Fear that management consultants could overemphasis financial targets and neglect the organisation's raison d'être



How a consulting approach can be tailored to the needs of the non-profit sector?

The framework points out some tasks that are of higher importance when consulting NPOs



All duties are also important in the work with profit companies, the special challenges of NPOs underlines their importance in this context.