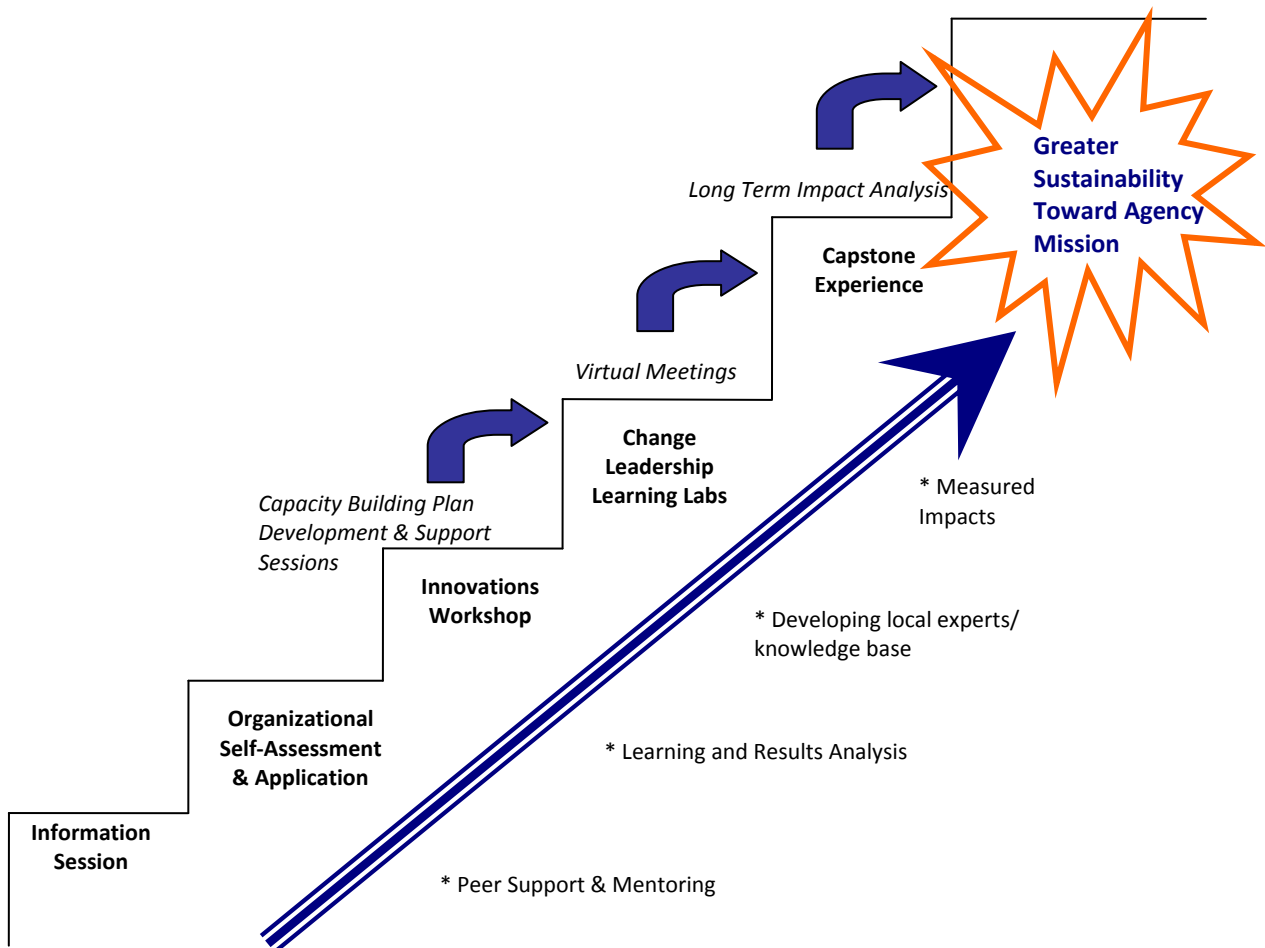




Journey to Unlock Management Potential (JUMP) Capacity Building Initiative The Key Components of JUMP

JUMP is not a single learning or development activity; it includes a series of components designed to complement and build upon one another over time. The graphic below shows the progression of components; each is described briefly in the narrative that follows.



Organizational Self-Assessment

The Self-Assessment provides organizations with the opportunity to reflect on their organizational capacity in eight areas identified by research as impacting sustainability including:

- vision
- results orientation
- strategic financing
- broad-based community support
- key champions
- adaptability
- leadership
- capacity strengths/challenges

The Self-Assessment is based on the work of the Finance Project and includes both quantitative ratings and open-ended questions. It is a key piece of the application phase of JUMP, completed online via a secure password protected website by multiple representatives from the organization including the chief executive, board members, key staff and volunteers.

The Self-Assessment can also be utilized as a stand-alone instrument by organizations not applying for the initiative. All organizations participating in the Self-Assessment receive a report on their results and are invited to an information session to help them understand and act upon the results.

[Innovations Workshop](#)

The Innovations Workshop details the JUMP Capacity Building Initiative process and provides information and tools to help participants develop their capacity building plans. Key concepts and ideas from *Good to Great and the Social Sector* by Jim Collins are explored, capacity building resources are shared and participants network and engage in peer support activities.

[Capacity Building Plan](#)

The Capacity Building Plan is an individualized plan developed by each participating organization to address 2-3 priority areas identified by the Self-Assessment. The plan guides each agency's work throughout the process. Technical assistance by local experts is provided to each organization to ensure that capacity building plans are focused on high-level change efforts and include realistic goals.

[Change Leadership Learning Labs](#)

The Change Leadership Learning Labs are a series of three half-day sessions designed to help participants acquire tools and skills to enact change in their organization. The Learning Labs incorporate interactive customized activities based on the Kotter Change Model to help address areas identified in the capacity building plans. Additionally, organizations have an opportunity to share accomplishments, engage in peer-to-peer learning and receive additional technical assistance as they continue to implement their organizational-developed capacity building plan.

[Virtual Meetings](#)

Virtual meetings augment face-to-face meetings to maintain momentum and accountability, reinforce key concepts and provide additional support for capacity building efforts and activities. These interactions are facilitated via WebEx, a web-based virtual platform. The virtual platform provides participants the opportunity to stay connected with other participants via e-mail and discussion posts which enable "real-time" interactions and to upload and download important documents and resources for group sharing and use.

[Capstone Experience](#)

The Capstone Experience allows participants to reflect and identify key insights, celebrate their accomplishments and provide feedback regarding their overall experience with the JUMP. Evaluation results are shared and reviewed by participating agencies and planning team members.

[Life After JUMP](#)

A JUMP Alumni Group (LEAP ... FLY ... SOAR ... ?) is in development to provide continuing peer support and sharing as well as to offer mentoring to new JUMP participants.