



## CONVERSATION STARTERS

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# Develop Court Sense

### ***FOR CHIEF EXECUTIVES***

1. How do you factor driving forces into your organization's annual and multi-year planning cycles? When you detect changing conditions, how do you adjust your strategies and find ways to move forward?
2. What steps have you taken to prepare your staff to respond to rapidly changing external conditions and trends? What do you do to pay attention to employees' needs during times of change?

### ***FOR STAFF TEAM MEMBERS***

1. How does using your "court sense" inform the way that you work, make decisions, deliver services, and relate to clients and donors?
2. Think of a time when you or your organization had to make a quick adjustment. What did that experience teach you? What, if anything, would you differently next time?

### ***FOR BOARD MEMBERS***

1. What current significant trends and driving forces provide the organization with opportunities for growth and change?
2. How can you support the chief executive and staff through times of rapid change to confront the challenge of work overload and the risk of burn out?

### ***FOR INDIVIDUAL DONORS***

1. How do you use your "court sense" when considering where you might make a donation or volunteer?
2. How do driving forces in our world shape your philanthropic interests? How do they impact where you decide to direct your donations or to volunteer your time?

### ***FOR INSTITUTIONAL PHILANTHROPIES***

1. How does your "court sense" inform your grantmaking?
2. How do driving forces in our world shape your giving strategies, priorities and approach?