

Agency Operations

TITLE	Creating Sector Change: Leading the Way
DESCRIPTION	The future of the non-profit social service sector requires vision and leadership in order to sustain our valuable purpose to society. Together as a network, we can lead the way in promoting our work as necessary and valuable, leading to increased interest by donors, staff, and volunteers. Join professional and lay leaders from our network, and members of the fundraising community to discuss our response to Dan Pallotta's opening plenary message.
PRESENTERS	Judy Halper, CEO, JFCS Minneapolis Seth Cohen, AJFCA Board and Past President, JF&CS Atlanta Board Members of Fundraising Community—TBD (Invitations Pending)

TITLE	A Cross-National Comparison of Job Searching and Unemployment in the U.S. and Israel
DESCRIPTION	<p>His presentation will be a cross-national comparison of job searching and unemployment in the U.S. and Israel. His newest book is <i>Flawed System/Flawed Self: Job Searching and Unemployment Experiences</i>. Through in-depth interviews and observations at job-search support organizations, this book reveals the variety of job-search "games" and how these help explain different unemployment experiences.</p> <p>Sharone's research examines the interplay between varied labor market and workplace institutions, on the one hand, and workers' practices and experiences, on the other hand. His studies are primarily cross-national comparisons and utilize in-depth interviews and participant observations. Sharone's current research compares the effects of different labor market institutions on the experiences of unemployed white-collar job seekers in Israel and the United States. His teaching interests include the sociology of work, economic sociology, negotiations, and social theory. He has practiced international law in San Francisco and Japan.</p>
PRESENTERS	<p>Ofer Sharone, Assistant Professor from MIT Sloan School of Management's Institute for Work and Employment Research</p> <p>Jerry Rubin, President/CEO, JVS Boston (Introduction)</p> <p>Responders Panel:</p> <p>Paul Blatt, Vice President, Career and Business Services, JVS Detroit</p> <p>Ginny Cruickshank, Sr. Vice President, Employment Initiatives, FECS Health and Human Services, New York</p> <p>Judy Sacks, Director, Career Moves –a division of JVS Boston</p>

TITLE	Developing Agency Leaders through Strategic Talent Management
DESCRIPTION	"Pick two celebrities to be your parents" - OK, so we are not Urban Outfitters and don't typically ask this question in a hiring interview; however, our success does depend on our ability to attract, develop, evaluate and retain the right staff. Join us as we explore what JF&CS Atlanta and Boston are doing to build and maintain a talented, engaged and aligned workforce through cutting-edge talent management programs.
PRESENTERS	<p>Ira Schor, Senior VP of Operations, JF&CS Boston</p> <p>Debi McNeil, CFO, JF&CS Atlanta</p> <p>Lisa Bronstein, Director of HR, JF&CS Atlanta</p>

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TITLE	Metric Madness – How to Sort Out and Measure What Matters Most
DESCRIPTION	Performance measurement has become a requirement for non-profit leaders. Measuring what matters can be the difference between success and failure. Deciding what to measure becomes a critical management challenge. This session will help leaders understand how to connect measurements to outcomes which matter to clients, donors and payers.
PRESENTER	Marian Baldini, COO, JEVS Human Services, Philadelphia

TITLE	New Bedfellows: Partnering with For-Profits to Provide Services and Generate Revenue
DESCRIPTION	In recent years, JFCS agencies have explored partnerships with for-profit entities to provide mission-consistent services and generate funds. This workshop will present three different models, looking at advantages and disadvantages of these partnerships. We will look at issues such as assessment of “mission fit”; initial and ongoing financial and staff-time investment; quality control and reputational risk; nurturing a successful collaborative relationship; anticipated and unexpected outcomes; and evaluation of program success. These three models provide services to youth and to seniors and will present ideas applicable to a broad spectrum of programs
PRESENTERS	Jordan Golin, Psy. D., Director of Clinical and Elder Care Services, JFCS Pittsburgh Mauri Malka, LCSW, Director of Family Services, JFCS Louisville Erin Minior, LICSW, Executive Director, JFS Rhode Island Moderator: Avi Rose, LCSW, Executive Director, JFCS East Bay

TITLE	Ron Coun Annual Study Session: Social Impact Bond Investing: Leveraging Private Capital to Do Public Good
DESCRIPTION	In an era of tightening government budgets and reduced spending on human service programs, Social Impact Bond (SIB) investing represents one innovative strategy to leverage capital to fund <i>proven</i> program solutions to solve our communities’ most pressing social problems. SIBs work by leveraging private capital to generate returns that are both financially <u>and</u> socially desirable. In one recent example, The City of New York leveraged nearly \$10 million in investments from Goldman Sachs and Bloomberg Philanthropies to counter youth recidivism with an intervention that includes education, training and intensive counseling. This session will provide an overview of SIBs, discuss the roles of various stakeholders in these investments and highlight SIB-financed program interventions in states and local communities.
PRESENTERS	Guest Speaker - To Be Determined Jay Spector, President/CEO, JEVS Human Services, Philadelphia (Moderator)

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TITLE	Shaping Our Future: Strategies for Effecting Organizational Culture Change
DESCRIPTION	Learn and discuss effective strategies and tactics for creating cultural change. Using JFCS Philadelphia and JFS San Diego as case studies, examine lessons learned from culture change initiatives at the leadership and employee levels. Discussion will focus on challenges and successes in San Diego's executive transition and Philadelphia's strategic planning process. Talk about what works, what doesn't work, and how to engage staff in taking personal leadership in their roles and the future of the organization. Participants will be asked to identify a culture shift in their organization that they would like to see take place and discuss in small groups how best to accomplish this task.
PRESENTERS	Michael Hopkins, CEO, JFS San Diego Dana Toppel, CPO, JFS San Diego Paula Goldstein, President/CEO, JFCS Philadelphia Nancy Glasberg, VP Human Resources, JFCS Philadelphia

TITLE	Show Me The Money: A Pay-for-Performance Model for Everyone
DESCRIPTION	Jewish Community Services in Baltimore developed a Total Performance Management System of which an agency-wide pay-for-performance compensation model is an important component. This session will focus on the successful staff compensation model, developed and implemented by the agency, to maximize performance. The system expects <u>all</u> employees, professionals and support staff, to achieve high performance standards and compensates them accordingly. Through this hands-on workshop, participants will have the opportunity to share their experiences with performance standards and incentives and to "try on" this model for their agencies.
PRESENTERS	Barbara Levy Gradet, Executive Director, JCS Baltimore Tracey Cohen Paliath, Director, Economic Services, JCS Baltimore

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