







NAO's Learning Strategy

Investments in leadership development and capacity building are crucial to the effectiveness, adaptability, and resilience of Oregon nonprofit leaders, organizations, networks, and the sector as a whole. Through leadership development, NAO supports both new and experienced nonprofit leaders. NAO's learning strategy is designed to grow the capacities of nonprofit leaders to achieve organizational missions, collaborate strategically, and create lasting impact in Oregon communities.

GOALS		
Connect nonprofit leaders with high-quality professional development, convening, and peer-to-peer opportunities.	Improve the access to, as well as the knowledge base of Oregon's nonprofit sector in the core Principles and Practices for Nonprofit Excellence.	Advance the sector by ensuring offerings are relevant, timely, and address the needs of NAO's members and the overall sector.

WHAT WE KNOW			
			
PEOPLE CENTERED	NETWORK FOCUSED	NONPROFIT DRIVEN	TRUST BASED
People seek learning that is meaningful, action-oriented and guided by clear goals, and proven instructional methods.	Connection through shared experience builds opportunity for greater collaboration. Individual learning is leveraged by creating inclusive networks.	Nonprofits must respond to frequent changes in their environment and require timely information to meet their missions.	No one listens to and connects with more Oregon nonprofits than NAO. We are a trusted resource and independent guide who understands and helps nonprofits succeed.



PROGRAM-DESIGN PRIORITIES

1. **HIGH QUALITY** – We align program delivery with proven best practices for nonprofit excellence, effective instructional design, and actionable tools and resources.
2. **LEARNING PATHWAYS** – We move nonprofit leaders to mastery-level application of knowledge by connecting learners to resources, tangible tools, online learning, in-person training, and access to peer-to-peer networks.
3. **STRATEGIC PARTNERSHIPS** – We leverage impact through strategic partnerships with our members, community leaders, foundations, thought leaders, and corporate partners that are deeply aligned with our mission, values, business model, and equity work.
4. **GEOGRAPHY AND TECHNOLOGY** – We serve all charitable nonprofits in Oregon. We prioritize working in defined regional networks, along key lines of communication and community and we leverage technology, online tools, and our connection to local resources and service providers to maximize engagement and accessibility for leaders across the state.
5. **SECTOR IMPACT** – We aspire to deliver meaningful and effective learning opportunities - 100% of the time. We evaluate not only the quality of our programs and individual offerings, but the impact of our learning programs on the indicators of nonprofit sector health.

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