



*Sowing the Seeds of Organizational Growth  
And Living to Tell About It!*

*Presented by*  
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# *Session Objectives*

By the end of this session, participants will be able to:

- Identify the most critical elements within their organization that need time and attention during a growth phase;
- Determine the resources needed to manage growth and maintain organizational success; and
- Inventory the essential action items necessary for maximizing organizational growth opportunities.

# *The Growth of AgSafe*

## 2010 versus 2016

- 590% more individuals trained
- Nearly 700% increase in staff, including internalization of education service provision
- Over 500% increase in the number of programs offered
- Services expanded beyond California to include 8 additional states in the West, Midwest and Southeast

# *The Opportunity to Grow*

Now  
What?

Frazzled



A  
Little  
Frazzled



Baynton

# *Essential Elements within Your Development Program*

Planned activities and campaigns

Making the time

# *Essential Elements within Your Development Program*

Complimenting existing priorities

What can't give?

# *Connection to Organizational Goals and the Strategic Plan*

Staying the course

*Shiny object syndrome*

Avoiding growth for the sake of growth

*Straying from the mission*

# *The Resources for Growth*





# *Human Resources*

Organizational staff

The Board of Directors

*Who has the power?*

# *Human Resources*

Other volunteers

*Have clear expectations*

*Any old body just won't do*

*Don't be afraid to say no*

# *Human Resources*

3<sup>rd</sup> Party Assistance

*Biggest bang for your buck*

*You get what you pay for*

*Lots of ways to skin this cat*

# *Financial Resources*

Creating a growth budget

Which comes first - the money or the growth activities?

# *Action Steps for Growth*



*What does successful growth look like?*

Reiterate connection back to setting realistic expectations

Develop tangible SMART goals  
*No really, write it down*

# *Your Big 3*

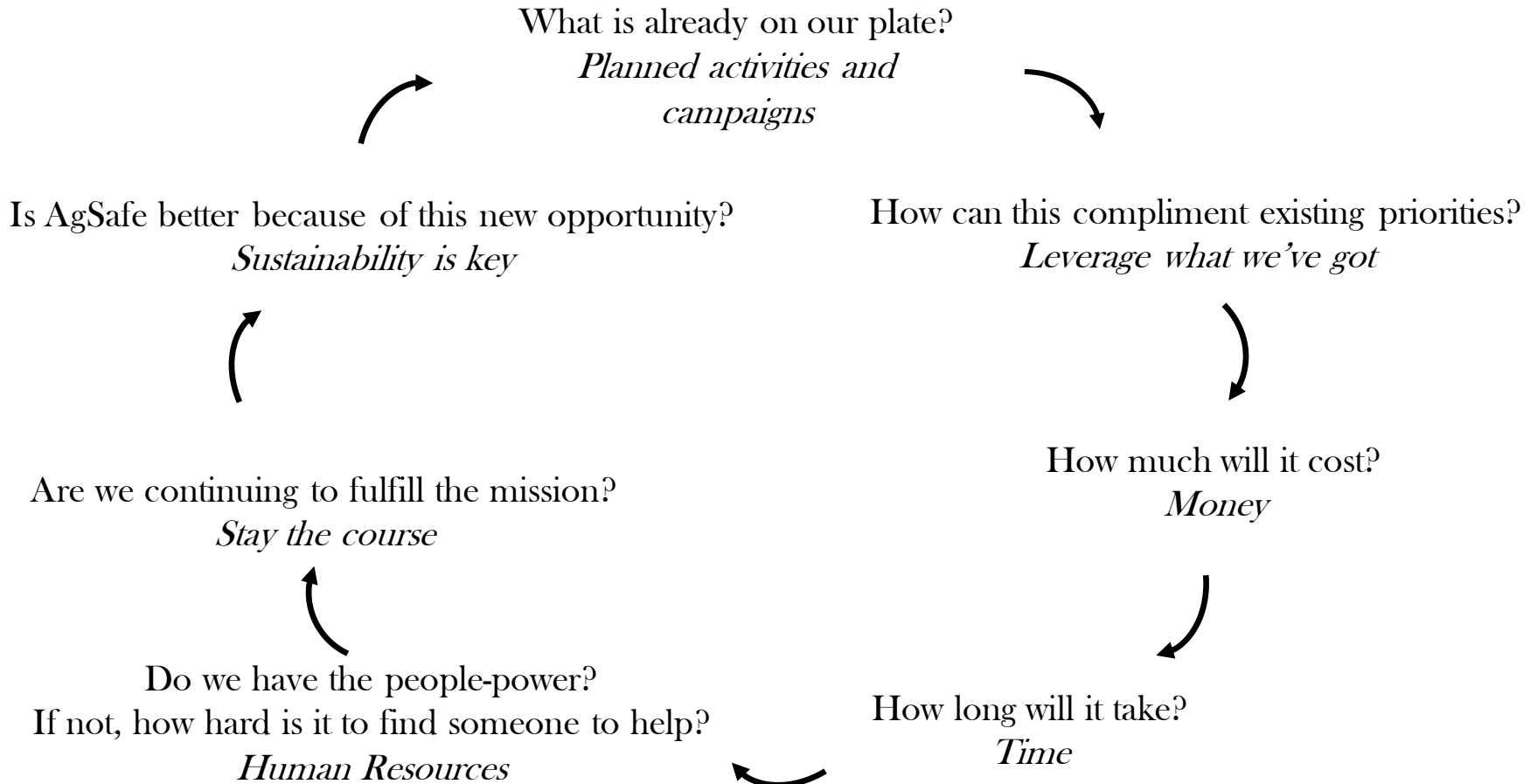
Considering:

Expectations

Timeline

Available resources

# Decision-Making Paradigm





# Questions?

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