



LARIDAE



The Impact of Investing in Your Managers

Laridae's 2024 Management Training Benchmark Report

August 2024





A message from Danielle Rocheleau, CEO

We are thrilled to share our 2024 benchmark report on the impact of our Management Training Program for non-profit managers.

The report is based on benchmark surveys conducted before and after managers participated in our training program, during the period from October 2020 to June 2024. This report includes results from more than 240 managers and leaders from over 150 different organizations across the non-profit sector.

We wanted to evaluate:

- Do non-profit managers need training?
- Did our training help managers increase their skills and confidence?

It has been heartening to see the positive impact of our training continues to be demonstrated in the data. We are looking forward to continuing to build capacity in non-profit organizations through our suite of training programs.

Sincerely,

Danielle Rocheleau, C.Dir.
CEO, Laridae



Let's chat

Schedule a discovery call to see if our training would be a good match for your organization.

Email learning@laridaemc.com or call 705-243-5585 to start the conversation.

The management training gap

Your managers have heart. They have chosen to dedicate their time and energy to making a positive impact by working in service of their team, their organization and their community.



However, when resources are scarce, and change happens overnight, managers are not always equipped for success.

Welcome to the management training gap.



It is unrealistic and costly to expect that managers will develop essential management skills through trial and error, without proper training.

The journey to non-profit management



They are a great front-line worker. They have the motivation, tools and skills they need.



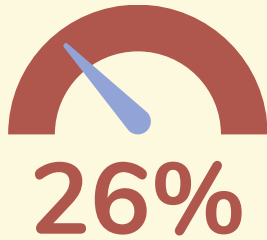
Promoted to manager. Hooray!



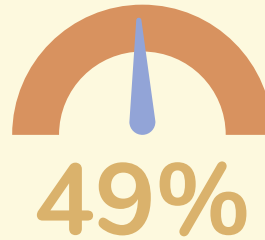
Reality sets in. Their role is different. They still have the motivation, but managing people is hard and they are missing the skills they need.

Over 800 non-profit managers from 200+ organizations have participated in Laridae's Management Training Program.

Before training with Laridae

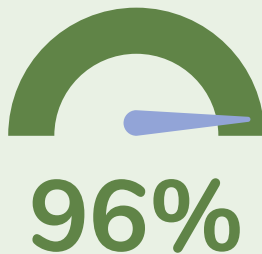


of managers felt that they had received the training they need to be successful.

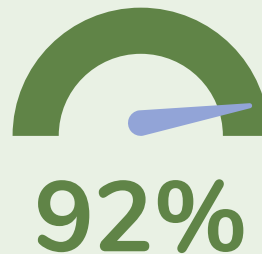


of managers felt confident in their skills and knowledge as a manager.

After training with Laridae



of Laridae graduates agree that they have now received the training they need to be successful.



of Laridae graduates feel confident in their knowledge and skills as a manager.



98%

of Laridae graduates would recommend Laridae's Management Training Program to their friends or colleagues.

“ Don't. Change. Anything. Period. This works...I have already seen a growth in my ability to perform my job. And I will utilize the tools from this program to reinforce this newfound knowledge to further my skills and abilities, to be the best supervisor I can be, so that my organization, team and staff can be the best they can be.

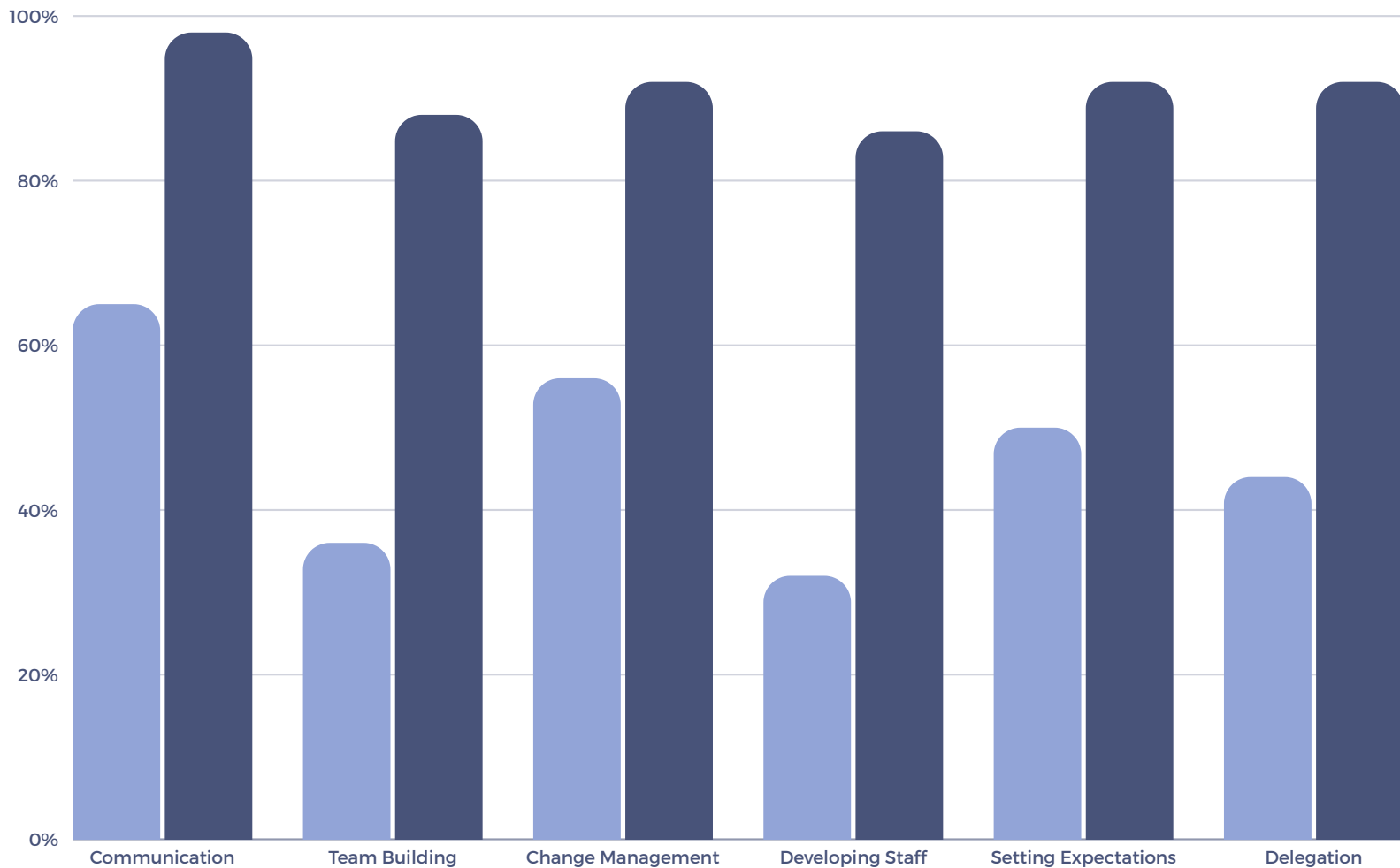
2023 Graduate, Scott Downs, Nursing Supervisor, Rainy River Health Centre

Essential skill development



Percentage of managers who rated their confidence in their management skills as "4 out of 5" or higher

● Before training ● After training



100% of leaders agree

After their managers had completed the Management Training Program, all leaders surveyed agreed that their "management team has received the training they need to be successful."

In their own words...

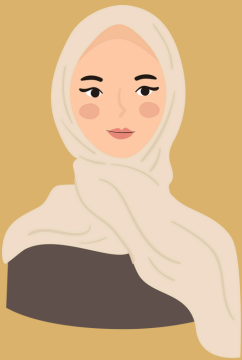
"It was very relevant to our organization's needs with practical tools I feel confident in implementing. It was also facilitated very well, professionalism and passion came throughout the training."

- **Amanda Lipinski, Program Director, Indigenous Diabetes Health Circle**



"The 1:1 coaching sessions from experienced leaders gave me great feedback and tips, which I have already started using and found effective."

- **Amber Henry, RPN, PSW/RCA Supervisor, North Lambton Lodge**



"As CEO, it was beneficial for me to be involved as I am fully aware of what was delivered across all modules, and can redirect people back to these trainings as needed to ensure the material is consolidated."

Having our group participate in these sessions together strengthened our cohesiveness, especially by involving supervisory/lead staff in the same cohort as management."

- **Katlyn Guthrie, CEO, Canopy Support Services**

"The greatest benefit was working through the program material together as a management team. It was wonderful to learn about other managers' insights into some of these topics and create the time and space to have discussions about aspects of our organization that we don't usually make time for."

- **Sarah Hedges, Managing Director, Ontario Nature**



"Engaging discussions, listening to experience of others, and the individual coaching sessions help me to grow."

- **Adelle Volpone, Manager of Clinical Services, Family Services York Region**



"The greatest benefit was learning about strategies on being an effective manager and team leader. I felt that this program allowed for open and nonjudgmental conversation of current struggles. I also felt that this training allowed for validation that other managers go through similar struggles so it's not 'just me' or 'my fault'."

- **Teresa Miele, Clinical Supervisor, KidsAbility Centre for Child Development**