



STRATEGIC PLANNING & FUND DEVELOPMENT

Strategic Planning A key to organizational success is careful and inclusive strategic planning. Reviewing and updating your organizational mission, vision and cores values is typically part of a well designed strategic planning process.



Turnaround Solutions helps organizations design a process that is inclusive, collaborative and brings in new ideas and a clear path to success.

Fund Development Turnaround Solutions helps organizations create a fund development plan, which includes research and practical information on locating revenue from:

*Private foundations and corporations
Local, county, state and federal government entities
Individual donors • Fees for services*

Turnaround Solutions also provides assistance with grant writing, fundraising, event execution and consultation regarding setting up an individual donor program, capital campaign, or fee-for-service program. Turnaround Solutions President, Karmit Bulman, has 31 years experience helping non-profits grow sustainable funding sources. Other consultants can be included as needed.

INTERIM SERVICES

Interim Executive Director Services

Organizational development typically moves through several stages. These can include:

*The dream • The start up
Growth and development • Stability
The institutional phase*

Sometimes an organization can move backwards or stall out depending on circumstances, surprises, and crises. Many organizations experience a period when a turnaround champion is needed. A development consultant or interim executive director, helps move your organization back to the growth phase and, ultimately, to a stage of maturity and stability.



Find stability and get your organization back on track for continued growth

During times of stagnation or transition, an interim executive director can help bring stability to an organization. Turnaround Solutions places an interim executive director to help bring organizational turnaround in areas of:

*Finances • Personnel • Infrastructure building
External relationships*

TRAINING WORKSHOPS

These and many more training workshops are available:

Sustainable Financial Growth This workshop is designed to help board members, executive directors, development directors, program and administrative staff to develop mission-driven approaches to building strong and sustainable revenue for your organization. We will present an overview of approaches to securing new organizational funding.



Building a better Board of Directors

Consider having this workshop as the agenda for your first board meeting of the year. The hands on, action planning format for this session will provide a strong foundation for a successful non-profit board of directors.

Conflict Management This workshop will provide insight into the origins of workplace conflict and will help participants look at how identity, autonomy, appreciation, status, affiliation and role can be the cause and the "cure" for workplace struggles.

Workplace Communications This workshop provides an opportunity for staff to examine the impact of office gossip, "politics", toxic venting and other hazards of poor workplace communication. Participants will learn how interest-based listening, values clarification, constructive problem-solving and understanding diverse work styles can all contribute to a stellar work environment.



FACILITATION SERVICES

Facilitation Services Through research, teaching and extensive facilitation experience, Karmit Bulman is skilled at facilitating critical meetings and dialogues. The facilitation process begins with a thorough assessment of the key issues to ensure all parties are able to address core concerns and universal needs. Next, consensus and trust are built. Participants will feel a sense of ownership and hopefulness in what otherwise might have been a hopeless situation.

Mediation Services Through a series of mediation tools and strategies, Karmit Bulman helps parties examine critical issues such as trust, respect, appreciation, autonomy, status, and identity. The focus in mediation is placed on relationship repair and understanding the underlying interests of each participant. Facilitative mediation empowers participants to find common ground and achieve lasting resolution to complex conflicts, while at the same time allowing for restoration of positive relationships.

*Respect • Appreciation • Identity
Trust • Autonomy • Status*

Conflict Management Both individuals and organizations can benefit from the services of an outside consultant expert in assessing conflict and skilled at designing a plan for addressing it. Turnaround Solutions uses a specially designed conflict assessment tool to help make a plan to resolve conflict and move towards health and wellbeing. We work with organizational leadership to design strategies to change organizational culture to one of conflict competency.

About Us:

Turnaround Solutions President, Karmit Bulman has served as a consultant, coach, mediator, group process facilitator, and turnaround specialist for a variety of local, national and international organizations.



Karmit has served as managing attorney and executive director for non-profits including: The Minnesota Legal Services Coalition, The Minnesota Coalition for Battered Women, Avenues for Homeless Youth, Temple Israel and the Conflict Resolution Center. Ms. Bulman is a former adjunct professor of Law at University of Minnesota School of Law and the University of Southern Maine. She is the author of The Conflict Consultant's Handbook and other legal self-help booklets. Ms. Bulman has helped organizations move to the next level of growth for over 30 years. Her work has involved facilitation of collaborative processes, conflict assessment, coalition building, executive coaching and consulting, new business development, organizational turnaround, and revenue expansion. She has extensive experience in financial management, program development, public and community relations, fund raising and non-profit infrastructure building.

Ms. Bulman's career began as a legal services attorney in 1984. She has a Bachelors' Degree in Political Science and Legal Studies from Brandies University and a Juris Doctor from Northeastern University. Ms. Bulman is a pre-approved vendor qualified to perform services under the State of Minnesota's Mediation and Facilitation Master Contract Program and is a Qualified Neutral under MN Rule 114.

Contact Us:

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HELPING
ORGANIZATIONS
& INDIVIDUALS
SEEKING
TRANSFORMATIONAL
GROWTH

