



Nonprofit Operations Accelerator

Mission: To support organizational leaders and operations managers in developing their organization by providing education, community, and access to experts to build and grow a stronger organization.

- The Operations Accelerator is a six-month program designed to strengthen your nonprofit through comprehensive operational training. We bring together 6 organizations (up to 2 members per organization) to create a collaborative learning environment that combines structured curriculum with valuable peer support.
- We believe that operational excellence is mission excellence. When your systems and teams function effectively, you can direct more energy toward creating impact.

Program Structure

- A 6 month program with 2 monthly meetings. Each month covers an operationally relevant and impactful topic. Each month will include:
 - An Interactive expert-led workshops featuring a different guest speaker focused on strategic foundations, sustainable growth, and team development (90 min.)
 - A monthly peer-review workshop (90 min.)
 - An operational coaching session (60 min.)
 - 2 hours of monthly practical implementation outside of the monthly meeting
- Each session combines expert guidance with practical application. You will leave with actionable plans specific to your organization.

Benefits

- Consistent internal growth for operations & organizational structure
- Improved workplace culture
- Consistent decrease in internal chaos
- Ability to manage more work with greater ease and more effectiveness
- Access to resources that support growth
- Develop peer relationships with other organizations at similar growth and friction points

APPLY HERE



Nonprofit Operations Bootcamp

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About the Operations Accelerator Program

The Operations Accelerator is a **six-month** program designed to strengthen your nonprofit through comprehensive operational training. We bring together **6 organizations** (with up to 2 members per organization) to create a collaborative learning environment that combines structured curriculum with valuable peer support.

The program builds organizational capacity through three key modules:

1. **Strategic Foundations:** Mission, vision, values, theory of change, and metrics of success
2. **Sustainable Growth:** Workflow optimization, hiring practices, and project management
3. **Team Development:** Personal and team productivity, communication, and organizational culture

Program Structure:

In this program, we cover one relevant and impactful topic per month. These topics follow a logical sequence, with each one building on the foundation of the previous sessions. For each topic, you'll participate in:

- 1 expert-led **training session** per month (90 minutes)
- 1 **peer-review workshop** per month (90 minutes)
- 1 **operations coaching session** for your organization (60 minutes)
- Estimated 2 hours of **practical implementation** on your own

All sessions are interactive and designed for immediate application to your organization's specific needs. We strongly believe in putting into practice what you learn right away.

Each session combines expert guidance with practical application. You'll develop actionable plans specifically for your organization while building valuable connections with peers facing similar challenges. By program completion, your organization will have stronger operational foundations and you'll receive certification documenting your enhanced leadership capabilities.

Why This Matters: At WorkStream Nonprofit, we believe that operational excellence is mission excellence. When your systems and teams function effectively, you can direct more energy toward creating impact. This program provides both practical systems you'll implement and a supportive peer network, empowering you to scale your organization's impact efficiently and sustainably.

Ideal Participants

Individual Readiness

The ideal participant demonstrates:

- **Growth mindset** with openness to feedback and peer learning
- **Willingness to be vulnerable** and share challenges
- **Current leadership role** within a nonprofit organization
- **Commitment** to applying program concepts to their organization
- **Availability** during program hours (11 AM - 4:00 PM EST) and for required homework (approximately 5-7 hours/month in total)

Organizational Readiness

The ideal participating organization:

- **Growth stage** - experiencing or anticipating significant operational scaling
- **Support for implementation** - leadership buy-in for applying new systems
- **Operational challenges** - facing workflow, team management, or process issues
- **Resource allocation** - ability to dedicate staff time to program participation
- **Change readiness** - openness to implementing new operational frameworks

This program is best suited for organizations without extensive formal operational systems in place. Organizations with established operations departments may find portions redundant.

Alternative options include our individual coaching programs for those unable to commit to the full program schedule or who need more personalized support.

Introductory Session

Session 1: Developing an Operational Business Plan

Participants learn to create an operations-focused business plan that translates organizational mission into executable systems and processes. This plan serves as both a strategic and practical roadmap for implementation.

Key Focus Areas:

- Operational infrastructure assessment and design
- Resource allocation and capacity planning
- Process documentation and improvement frameworks

Outcomes: A structured operational plan that addresses workflow, staffing, technology requirements, and performance metrics.

Module 1: Strategic Organizational Foundations

Session 2: Establishing Mission, Vision and Values

Participants develop clarity on organizational purpose, future aspirations, and guiding principles. This foundational work enables better decision-making and prioritization.

Key Focus Areas:

- Differentiating between mission and vision
- Identifying authentic organizational values
- Aligning activities with core purpose

Outcomes: Clearly articulated mission, vision, and values statements that guide organizational priorities.

Session 3: Theory of Change, Metrics of Success, KPIs and OKRs

Participants create frameworks to measure and track organizational impact. This session builds on foundational values to establish transparent success metrics.

Key Focus Areas:

- Developing a theory of change model
- Creating aligned key performance indicators
- Implementing OKR methodology for goal-setting

Outcomes: A measurement framework that connects organizational activities to meaningful impact metrics.

Module 2: Creating Sustainable Organizational Growth

Learn how to create sustainable growth in your organization through learning about workflow and growth management, smart hiring practices, and effective project management techniques.

Session 4: Understanding and Optimizing Your Workflow and Growth

Participants analyze current processes to identify growth opportunities and efficiency gains. This session transforms strategic objectives into operational reality.

Key Focus Areas:

- Growth strategy development
- Process analysis and workflow mapping
- Scalable operations design

Outcomes: Optimized workflows and growth plans aligned with organizational mission.

Session 5: Smart Hiring and Onboarding

Participants design recruitment and integration processes that align with organizational values and needs. This session focuses on building teams that drive mission success.

Key Focus Areas:

- Strategic hiring process design
- Effective job description development
- Comprehensive onboarding systems

Outcomes: Hiring framework and onboarding plans that attract and retain talent aligned with organizational goals.

Module 3: Personal, Team and Project Management

Session 6: Effective Project Management

Participants master tools for planning, executing, and monitoring projects to achieve organizational objectives. This session emphasizes practical application of project management principles.

Key Focus Areas:

- Project charter development
- SMART goal framework implementation
- Stakeholder engagement techniques

Outcomes: Project management toolkit with templates and methods for immediate implementation.

Gain the knowledge and skills to boost productivity while laying the foundation for a healthy organizational culture, combining efficient work practices with emotional intelligence and transparent communication to create a thriving environment.

Session 7: Maximizing Personal and Team Productivity

Participants implement strategies to enhance efficiency and effectiveness at both individual and team levels. This session connects daily operations with organizational mission.

Key Focus Areas:

- Technology and automation integration
- Personal productivity systems
- Team efficiency optimization

Outcomes: Implementation plan for productivity enhancements with measurable performance goals.

Final Session: Capstone Presentation, Reflections, and Certification

In this culminating session, participants present their operational systems and implementation progress. The focus is on practical application of program concepts to improve organizational efficiency and effectiveness.

Components:

- **Operational Systems Presentation:** Demonstration of implemented workflows, processes, and systems
- **Implementation Assessment:** Analysis of operational improvements and measurement frameworks
- **Sustainability Planning:** Strategies for maintaining and evolving operational systems

Outcomes: Participants leave with documented operational systems, measurement tools, and a peer network for ongoing operational support.

Testimonials

Here's what some previous cohort participants are saying about the program:

Sanjana Paul + Anke de Boer, Rooted Futures Lab:

As an early-stage nonprofit in a transitional moment, the nonprofit operations accelerator was exactly what we needed to help us grow and feel supported. Beyond tools and systems, the accelerator emphasized learning, helping us understand why certain operational practices matter and how to adapt them to our context. Deena's timeline, resources, and accountability check-ins helped us set up a quarterly planning process, understand how to better evaluate our work, and develop some of our first consistent workflows!

Toby Jolly, Impactful Government Careers:

The program that Deena and the team at Workstream Systems have put together has had an immediate positive impact on my work and my organization. The session on Mission / Vision / Value was particularly clarifying and changed how I talk about what we are doing. The experts she brings in each session have been really knowledgeable and the hands-on applied nature of the session makes the value of the content very apparent.

Beatrice Erkers, Foresight Institute:

Other than just helping us get a clearer overview of everything that our organization does, and to both prioritize and improve on what we do, I also felt that it was very beneficial to me as an early career ops person because I learned how to develop structures for a more professional and antifragile organization that I will hopefully be able to apply to more organizations throughout my career."

Liav Koren, EA Canada:

I've been working with Deena for several months now. She's been very helpful and supportive; providing concrete, actionable suggestions to improve my work and focus. Her advice is well-calibrated and compliments my natural strengths well. It has been insightful. I'm very happy to have had the chance to work with her, and would absolutely recommend others do so as well.

Myriam Vanderzwalmen, Eurogroup for Animals:

This fellowship has been very helpful in my development. I have grown a lot in my role since starting these session. The 1-1 sessions further boost this development. I can see the impact of this training has on my role and the wider impact on the organisation as a whole. I also have a better understanding of my path for future career growth.

Anna Christina Thorsheim, Family Empowerment Media

I appreciated this fellowship as an effective way to discuss a number of topics that you think about as an entrepreneur. It's been helpful to talk to other fellowship participants and I've enjoyed the talks given. I specifically found it helpful to implement a project planning template presented in the fellowship. We now use this across all our projects, and I believe it is making it easier to coordinate and will enable us to scale up our impact faster.

Alex Rahl-Kaplan, EA NYC

The fellowship has helped to keep me accountable in developing practical skills for my current and future roles, and working with Deena has helped me to implement what I've learned.

Stefania Delprete, EA Italy

The training was well structured, starting with the foundational work on organisational values and theory of change that provided a better big picture for our core team and a more engaging motivation for our volunteers. Along the way, we better understood the strengths and the weaknesses of our association and created a solid plan for growth.

I personally grew as a leader and was able to better articulate my thoughts and vision. I feel I give clearer instructions to volunteers, and manage to share more responsibility and delegate more tasks with the rest of the team. I'm confident I'll use the upgraded managerial skills for other projects shortly, too.

What Makes Our Programs Different

We're not alone in the education, training, and upskilling space. In fact, it's a pretty well-developed industry. Here's why we love our programs, and we hope you will too!

1. **Experiential learning.** We're big believers in gaining experience and knowledge through practice. None of our content remains theoretical - our curriculum is designed to be interactive so that you practice and implement what you're learning and therefore retain it better.
2. **Community.** One of our core beliefs is that people succeed better when they're in a group. They feel supported, perform better, and gain insights and alternative perspectives. Our programs are highly interactive as a group, so you'll develop good relationships and obtain insights from others in similar situations.
3. **Action and Accountability.** Expect to implement guidance, suggestions, and next steps as we work with you. We believe that growth only happens if you take action to encourage it. We'll recommend action items for you to take to make sure you're continuing your growth even when you're not directly interacting with us. We'll follow up with you to make sure that it's done, either in a group or individual session.
4. **Diversity of Expertise.** We bring in experts for each session because we want you to gain exposure to the best minds, advice, and perspectives on each topic. In programs where you have a smaller amount of speakers, you're restricted to the diversity of knowledge and perspective of those you're exposed to. We recognize that having exposure to experts in each area is critical for you to receive a well-rounded educational experience.
5. **Highly Individualized.** We included coaching into our program to ensure that each participant has an individualized experience based on their organizational needs. This facilitates the development of action items and steps towards growth that are specifically targeted to help **you**.

Impact Surveys

We measure success in two ways: quantitative and qualitative.

Quantitative Data:

Participation in either version of our operations accelerator has yielded an average 46% increase in growth readiness. We measure before and after scores on our growth readiness index to determine these results.

Qualitative Data:

For those who have participated in our programs so far, the qualitative data assessment suggests a substantial increase in organizational stability, impact and growth. Additionally, the participants (particularly those who paired it with coaching) displayed an increase in confidence, personal happiness, community connectedness, achievement, and a decrease in burnout and stress.



Operations Bootcamp

Not everyone is the right fit for the accelerator version. For some, having a more flexible timeline and hours is more important than working with a cohort and having live speakers. That's why we created the operations bootcamp. It's an abridged version of the operations accelerator - all the content minus the speakers and cohort.

Feature	Accelerator	Bootcamp
Content sessions	Live speakers for some sessions	Exclusively led by WorkStream staff
Follow up homework review sessions	Yes	Integrated into content sessions
Cohort	Part of a 6-org cohort	N/A
Hours	Between 11 AM - 4:00 PM EST	Any time
Timeline	6 months	Flexible
Cost	\$2,800	\$1,750
1-1 coaching sessions throughout	Included	Integrated into content sessions

Logistics: Application Process, Tuition, and Schedule

Applying for the cohort:

- Please consider joining us for our information sessions - [register here](#)
- Alternatively, watch the recording of our last [information session](#) here with [these slides](#)
- To apply for this program, please fill out [this form](#).
- Applications are due by **March 23, 2026**
- Applicants will be informed no later than **April 30, 2026** regarding their application status
- The program will begin in **May 2026**

- After your application is reviewed, we'll schedule an interview with you to assess whether you'd be a good fit.
- Up to 6 organizations will be selected for each program; up to 2 participants from each organization can participate.
- We will open the next program in January 2027

Applying for the 1:1 version:

- Applications are open at any time. As it's on an as-needed basis, there's no cohort schedule. To apply for this program, please fill out [this form](#).

Registration

- The full cost of the cohort program (sessions and 1 coaching session per month) is \$2,800. This covers participation by up to 2 people from your organization.
- A 10% discount is available upon request as needed.
- The program fee can be paid over the course of the program in monthly or quarterly installments. A 5% discount will be applied to any tuition paid in full at the start of the course.
- **1:1 version logistics:** The total cost of the program is \$1,750. A 10% discount is available upon request as needed.

Certification

- Upon completion of this program, you'll be issued a certificate of completion. This will show future employers and funders that you have the experience necessary to lead impactfully and that your organization is set up for operational success.

About WorkStream Nonprofit

The mission of the WorkStream Nonprofit is to help nonprofit organizations thrive by giving them the right resources. Part of our core beliefs include establishing access to education and expertise as a proven methodology to achieve results. This program was developed to give operational support to help growing organizations, and help early-career leaders gain the knowledge, tools and expertise to grow their organization and career. This program was developed by [Deena Englander](#), founder of [WorkStream Business Systems](#) and [WorkStream Nonprofit](#), director of the [EA Services Directory \(EASE\)](#), and a Lean Six Sigma black belt. Deena will be the primary director of the course, and multiple specialists (mostly from within EASE) will present on their content specialty.