



The Rensselaerville Meeting Center reflects our philosophy of supporting clients with meetings that matter, providing a place to educate about our outcome tools, and honors our intentional financial structure and diverse sources of funding. While most of the revenue we receive from the 10,000 clients and guests each year goes to operate the center, the net proceeds are used to support our mission to define, achieve and verify improvement in people's lives.

Began in 1924 with the Rensselaerville Country Forums, the Center can host up to 84 overnight guests, who are supported by a dedicated staff in an historic country setting, which fosters a spirit of open mindedness and productivity seldom achieved elsewhere. To see the beauty and charm of the Rensselaerville Meeting Center, please visit www.RMeetingCenter.com.



Creating Leaders for Results



Get to Great is a power program to accelerate good school districts' advance to greatness. Superintendents and principals master and use results-based leadership tools to markedly improve student achievement and overall district performance. Get to Great creates leaders for results -- leaders learn to think, feel, act, and lead in a very different way. Leading for results saves time and creates success. It is a quick path to strengthened programs, improved instruction, and heightened achievement.

The Rensselaerville Institute Workshops and Presentations

The Institute holds workshops, seminars and presentations for investors and implementors to show how to use outcomes tools to achieve significant gains for those served. These interactive and hands on sessions are designed to impart skills and techniques for immediately applying outcomes thinking in organizational contexts; for participants to share information and interact with colleagues with specific expertise or interest in an outcomes related topic.



We believe that children who are encouraged to think creatively for themselves will, as adults, take a greater interest in and be much better prepared to discover creative solutions to tomorrow's challenges. In this way, we view our youth outreach efforts as our investment in improved outcomes for future generations. Minds On provides children grades K-12 with opportunities for creative thinking that are not available in most classrooms. The Minds On program connects children with adult mentors for group projects on topics ranging from journalism, writing, and theater to environmental and human diversity issues. For more information about Minds On, please visit www.MindsOn.org.

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The Rensselaerville Institute

the think tank with muddy boots

The Rensselaerville Institute



We:

- ◆ Are "the think tank with muddy boots" as described in The Wall Street Journal. An independent and educational center; our business is results.
- ◆ Help two groups: those who invest to improve human lives (foundations, governments, individuals), and nonprofits and other groups who implement programs for people in need.
- ◆ Develop, test and apply Outcome Tools, which help investors and implementors shift from a focus on activities to a focus on results.

Our Mission:

- ◆ Supports foundations, governments and individual donors to invest in social programs with the same rigor as investors seeking financial return with investor programs.
- ◆ Shows nonprofit and community organizations how to set and track targets to achieve significant gains for those served with implementor programs.
- ◆ Broadly educates grant-makers and grant-seekers on outcome tools at our residential learning campus The Rensselaerville Meeting Center where 10,000 people a year attend meetings that matter.

Our:

- ◆ Signature program, School Turnaround, puts in one place everything we know about creating human gain in a challenging area.
- ◆ Community Sparkplugs program applies outcome tools to improve lives through volunteer leaders and civic engagement.
- ◆ Vision is of groups recognized for their accomplishments not their activities, and of grant makers relentless in their determination to improve people's lives and communities with such vitality that people stay by choice not circumstances.
- ◆ Six guiding principles, Targets, Sparkplug Individuals, Energy, Self-Help, Learning, and Divergent Thinking, form our philosophy of change and are reflected in everything we do.

AN OVERVIEW

Investor Programs—Investing For Outcomes For foundations, governments and individual donors

When you ask a funder what business they are in, most indicate they are in the distribution or allocation business, distributing money over needs, geography, demographic factors, and need responders. When you ask an investor what business they are in, they tell you they are in the results business—seeking the highest possible gain from the money available. We help funders become investors. Using separate tools for governments, foundations, and individuals, we offer a set of practices to define, achieve, and verify accomplishment from grants, gifts, and contracts.

We have developed and tested a comprehensive multi-year approach to achieve clearer and more results from available dollars. We adapt this approach to fit the needs, aspirations, and circumstances of funding organizations.

An Investor Approach focuses on how to consider the move from prescribing the scope of work – to – a time compressed, energizing process that communicates investor expectations, applies due diligence to invest in the most promising opportunities, and manages those investments in ways that support and enhance an organization's ability to achieve great results.

When state investors and results-focused providers come together in partnership on the outcomes to be achieved, and focus their energies on results and learnings, all the parties gain...*especially* customers and communities.

The Rensselaerville Institute's Outcome-Based Investing will move your agency from *funding* to *investing*.

Implementor Programs—Implementing for Outcomes For nonprofits and community organizations

Most forms of organizational development focus on what goes in — such elements as plans, budgets, staff, and board members, and results. These elements are often made separable — one group does the budget, another the strategic plan, another staff development.

The Institute believes that results for those you serve is the single convening point for everything you do. Our view is that the point of all components in an organization is to directly contribute to their results.



Key Partners

The Rensselaerville Institute extends its impact by a set of strategic alliances with groups such as; **MicroEdge**, **Donor Edge**, and **Foundation Center** that each have distinctly different core know how and access to foundations, governments, and nonprofit groups we most want to engage and influence.



Outcome Tools

The Rensselaerville Institute has developed a set of **Outcome Tools** to help organizations become more effective and increase gains for those they serve. We are available to support these tools with consulting, coaching, and training. In general, groups engage us to help with their first major use of a tool, with an understanding that they are fully equipped to keep using the tool with internal resources.

Organizational Tools

- ◆ Outcome Scorecards and Reports
- ◆ Energy Audits
- ◆ Innovation
- ◆ Result Descriptions
- ◆ Strategic Mapping
- ◆ Learning Banks
- ◆ Data Use

Project Tools

- ◆ Target Setting & Messaging
- ◆ Milestone Management
- ◆ Project Design
- ◆ Program as Product
- ◆ Result Stories
- ◆ Real Time Performance Profile



School Turnaround, our signature program, expresses what we have learned about outcomes and how to achieve them. It embodies all of the core principles of the Institute and includes these outcome elements:

- ◆ A clear strategy that offers comparative advantage over many education improvement programs.
- ◆ A strong focus on targets and ways to communicate them.
- ◆ A use of milestones—predictive factors during the school year—that are critical to tracking to success and making course corrections.
- ◆ A focus on individuals as a key to effective enterprise—in this case principals.

Learn more about School Turnaround at www.schoolturnaround.org.



Over the years we have observed that sometimes the best results come from individuals, whom we call Human Sparkplugs. These are people who lead change by example. Human Sparkplugs are more powerful than great plans, a big committee or even a lot of money in achieving organizational and community change. Sparkplugs are present in all places—although many are inhibited by conventional process models of change.

Our Community Sparkplugs initiative helps local leaders use self-help and volunteerism to achieve results even in the absence of money. We work with foundations and other philanthropy to support sparkplug trainings in their region, often asking the nonprofits they support to identify promising and emerging volunteer leaders.

To learn more, please visit our website www.communitysparkplugs.org.

Sparkplug Trainings and Summits. The skills and dispositions needed for sparkplug leadership are distinct from those normally taught and practiced in community leadership. Our focus on energy, target setting and milestones, and collaboration based on harnessing differences is offered in training workshops that bring sparkplugs together to learn from and reinforce each other.