

Succession Planning

Overview

- Context
- The ED resigns
- Three Tiers of Expertise
- Plan B
- Selecting a new ED
- Transitioning the new ED

Context

- The Agency
- The Executive Director
- The Board
- Assessment and Chartering
- Events and Crisis

The ED resigns

- Oh No!
- Mobilize a Succession Committee
- Inform the board – A call to action
- Meet with staff
- Inform stakeholders
- Download the ED's knowledge

Qualities, Skills, Priorities

■ Board/Staff survey

- What aspects of current leadership strengths should new ED possess?
- What skills should new ED have to help agency achieve outcomes and grow to next level?
- What should be the ED's priorities for the next 3 years?

Three Tiers of Expertise

- Fundraising and Management
- Industry Specific Knowledge and Entrepreneurship
- Communication Skills and Leadership

The Search

- Developed standardized questions
- Narrow the field by phone interviews
- Distributed Agency Info packets
- Two Succession Committee members met with each of the candidates
- Credit and background checks
- Final candidates selected

Second Round

- Board Chair and third SC member interview finalists
- Staff interviews the finalists and reports impression to SC members
- Vetting through staff, board and stakeholder networks

Plan B

- Interim Executive Director
 - Work with the Support Center for Non Profit Management
 - Conduct separate search for Interim ED that yielded three candidates
 - Prepare to duplicate process

Selection Process

- Written vision statements
- Answer prepared questions
- Board ask for clarification
- Straw ballot
- Binding ballot
- Make the offer

Transition

- Transition Committee arranges for New ED to meet with:
 - Executive Committee
 - Board Committee Chairs
 - Stakeholders
 - Funders
 - Community leaders
 - Collaborators

Thank you.