

When your executive director leaves, we're ready to help.

EXECUTIVE TRANSITION



TURN POTENTIAL DISRUPTION INTO OPPORTUNITY.

Almost two-thirds of executive directors plan to leave their current positions within five years. However, many board members lack experience navigating executive transitions. That's where we come in.

A thoughtfully designed and managed executive transition process can help your organization:

- ▶ **Avoid disruption** and service gaps for clients, ease apprehension for staff and supporters, and prevent a loss of mission focus for the organization; and allow you to
- ▶ **Embrace the opportunity** to step back, reflect, and think critically and creatively about your leadership needs.

Through the **Executive Transition Program**, we partner with highly skilled and experienced consultants to help guide your board and staff through the leadership change process.

Together, your transition team can develop a thoughtful plan and search for a leader who will take your organization into the future.



Over 90% of nonprofits have expressed satisfaction with their facilitated executive transition process.

YOUR BOARD DOESN'T HAVE TO NAVIGATE THE TRANSITION PROCESS ALONE.

Your consultant will:

- Assess your organization's strengths, capacity, needs and goals
- Ensure that the board and staff are in alignment as the process begins
- Assemble a well-rounded transition team
- Create a thorough plan and action steps for the entire transition process
- Conduct a deep, broad and vetted candidate search
- Develop a performance evaluation plan for the new executive director's first year, and provide him or her with appropriate coaching, guidance and support

If needed, an interim executive director can provide day-to-day administrative leadership while the search for a new leader is underway.

As a veteran nonprofit leader, your interim director can bring objectivity, a fresh perspective and new ideas to your organization – helping to ease the passage of the previous executive director while preparing the staff for new leadership.

Executive Transition Grants are available to help pay for the transition consultant's time, as well as identify a compatible interim executive director from our pool.



Every opportunity starts with a conversation.

NSP's knowledgeable staff are ready to listen and talk about how the Executive Transition Program can help. Contact Meher Shulman at 860-548-1888 x1047 or mshulman@hfpg.org.

“Our transition consultant was extremely helpful, well-organized and efficient—a wonderful guide.”

About the Hartford Foundation for Public Giving and its Nonprofit Support Program

Founded in 1925, the Hartford Foundation for Public Giving serves the 29-town Capitol Region of Connecticut. We are committed to bringing together resources, both human and financial, to improve the lives of all residents. Our work is only possible through the dedication of our partners: donors, nonprofit agencies, professional advisors, and community and business leaders.

The Foundation’s **Nonprofit Support Program** (NSP) provides comprehensive resources that help nonprofit leaders think strategically, manage and govern effectively, and connect with other leaders.

NSP’s close contact with Greater Hartford’s nonprofits yields a unique understanding of trends within the sector. The result is responsive and highly effective programming that has earned local, regional and national regard.



For more information, visit online at hfpg.org/nsp or call 860-548-1888.