

next

steps

**Baltimore, MD**  
February 23-24, 2006

**Oakland, CA**  
June 5-6, 2006

**Developed by TransitionGuides with support from the Annie E. Casey Foundation, the Next Steps workshop helps long-term and founder executives explore the critical and complex issues around succession planning and transition. This intensive, two-day session provides a safe and confidential place to ask difficult questions and explore a variety of organizational and personal issues with peers and consultants. To date, more than 100 founders and long-term executives have benefited from Next Steps workshops in the Mid-Atlantic region and San Francisco Bay Area.**

**Next Steps workshops are designed for founders or long-term executives of nonprofit organizations planning to leave their position in the next 1-6 years. They provide:**

- Lessons and best practices from 10 years of practice and research in succession planning and leadership transitions.
- An opportunity to hear from and network with executives who are actively involved in leadership succession and/or transition planning.
- Techniques for managing succession and transition in ways that enhance agency capacity...whether departure is 12 months or 6 years away.
- A confidential place to reflect and discuss specific succession and transition concerns with peers and resource consultants.

**A Next Steps workshop takes place over two days and includes:**

- An overview of succession and transition planning processes;
- Mini working sessions that address tailoring your role through a transition, organizational assessment, succession planning, and building organizational capacity and sustainability.
- Panel presentations including executives who have made successful transitions.
- Small and large group discussions that enable participants to discuss issues related to their particular succession and transition challenges.

#### **Locations:**

**Baltimore, MD** February 23-24, 2006

For more information, call (301) 439-6635 or email Melody Thomas-Scott, [mthomasscott@transitionguides.com](mailto:mthomasscott@transitionguides.com). Register at [www.transitionguides.com](http://www.transitionguides.com)

Sponsored by the Annie E. Casey Foundation and TransitionGuides.

**Oakland, CA** June 5-6, 2006

For more information, call (415) 541-9000 or email Natasha D'Silva, [natashad@compasspoint.org](mailto:natashad@compasspoint.org). Register at [www.compasspoint.org](http://www.compasspoint.org).

Sponsored by CompassPoint Nonprofits Services, TransitionGuides and the Annie E. Casey Foundation.

#### **Costs and Registration:**

Pre-Registration: \$400 (now thru 12/31/05) Early Registration: \$450 (1/1/06-1/22/06)

Late Registration: \$500 (after 1/22/06)

Registration fee includes continental breakfasts, lunches & materials. Scholarships and travel assistance are available to selected Annie E. Casey Foundation Grantees.

#### **What past participants say about the Next Steps workshop:**

*"Stepping down from a nonprofit organization that I helped build from the ground up was the hardest thing I ever had to do. Attending the Next Steps Workshop helped me gain perspectives from other founding and long-term directors and gave me ideas of how to continue to help the organization through the executive transition, how to take a step back and let the organization run without my control, and how best to support future efforts."*

Jennifer Feit Korczakowski, Formerly Founding Director, Village Learning Place, Inc., Baltimore MD; now Director of Development for Parents' Choice Foundation

*"Nothing lasts forever, not even your labor of love. This Workshop helped me to put this into perspective in an environment with professionals that were nurturing and supportive."*

Robert Jackson, Executive Director, Quitman County Development Organization, Marks, MS

*"I haven't yet decided as to the schedule for my leaving but the Next Steps program has been invaluable for helping me take the early and long term steps to prepare EBALDC for my leaving by strengthening our next level of management."*

Lynette Lee, Executive Director, East Bay Asian Local Development Corporation, Oakland, CA

*"Being both a long-term executive (31 years) and a founder, I found the Next Steps Workshop very helpful... For me, "taking care of myself" and focusing on where I was helped me to then focus on the process and challenges. [After the workshop] I was able to help two executives in my local community who were "blocking" on dealing with the dynamics involved."*

Robert McMahon, Founding Executive Director, St. Christopher Ottillie, Glen Cove, NY

*"The Next Steps workshop was a transformational and life-altering experience for me. As a result of this workshop, I requested & got a 2-1/2 month paid sabbatical. And I recon.rmed that I have many productive years left here. I am much better prepared for my eventual decision to retire."*

Esther Newman, Executive Director, Leadership Montgomery, MD