

EXECUTIVE TRANSITIONS SERVICES

Executive Search

Interim Executive Director Placement

Succession Planning

Training & Support

Executive Search

Losing an executive director is a time of challenge, but it is also an opportunity for agency renewal. Executive Transitions can help you manage this challenge, hire your next leader, and take advantage of the renewal opportunities.

Recruiting top talent and screening candidates takes more time, skill and money than most agencies have readily available. Executive Transitions brings added capacity and provides these critical services at affordable and competitive prices. We offer proven tools for screening applications, conducting interviews, and streamlining negotiations. Our consultants facilitate an efficient, productive search and selection process.

The benefits of a thoughtful transition and search include staff and board enthusiasm for a renewed vision and service goals, improved organizational health and effectiveness, and a longer tenure for the new executive.

Interim Executive Director Placement

Whether you need options for a period of executive transition or your ED has already left, CompassPoint maintains a pool of trained and experienced interim executives who can meet your temporary leadership needs. The interim candidates on our roster have all had successful tenures as nonprofit executive directors and have been pre-screened by CompassPoint. Additionally CompassPoint has trained them in the unique features of interim leadership. They are prepared to effectively handle whatever special challenges your organization faces in its transition to new, permanent leadership.

CompassPoint can also work with you to select and prepare an interim candidate from within your own organization, or to recruit an interim director from outside CompassPoint's current candidate pool.

If you choose to pursue an interim executive placement with CompassPoint, we will work with you to quickly determine the skills and experience needed in your temporary ED. We will then provide you two or three candidates who fit that profile for you to interview. Once your organization has selected an interim ED, CompassPoint will remain in contact with your organization and with the interim to assure that your organization is completely satisfied.

Succession Planning

Nonprofit succession planning provides an extremely valuable method of preparing an organization for the departure of its Executive Director. Careful planning is especially critical for organizations with long-term executive directors or founders preparing to step down. CompassPoint consultants can help executives establish appropriate procedures to effectively hand off their duties, and can prepare boards, staff and funders for their transitions to new leadership.

EMERGENCY SUCCESSION PLANNING

An Emergency Succession Plan is important for ensuring the ongoing operations of your agency and its client services in the event of an unplanned, extended CEO absence. Central to the plan is the identification of the key executive functions and cross training for the managers who would cover those functions in an emergency.

SUCCESSION PLANNING FOR FOUNDERS AND LONG-TERM EXECUTIVES

Whether you are a long-term executive director working to leave your organization in good standing or a board member interested in preparing for the inevitable, developing a succession plan for your organization will allay your concerns and reduce the risks inherent in leadership transitions. A CompassPoint consultant can help your organization develop an effective succession plan that will honor the legacy of the current executive director and ensure a solid organizational base for a new leader.

FOUNDATIONS SUPPORTING GRANTEE SUCCESSION PLANNING

As the baby boomer executives approach retirement age, more and more foundations have identified succession planning as a need of their grantees. Some have contracted with CompassPoint to provide group seminars for their long-serving EDs. Other foundations have chosen to subsidize CompassPoint consulting services for several of their top grantees. Many foundations consider carefully planned leadership transitions important for protecting their long-term investments in the success of their grantees.

SUCCESSION PLANNING SEMINARS

Whether you are a foundation supporting your leading grantees or an MSO supporting a diverse nonprofit community, we can help provide the foresight organizations need to begin developing proper succession planning procedures. CompassPoint has produced succession planning seminars for The Annie E. Casey Foundation, the Johnson Fellows of the Fannie Mae Foundation, The Nature Conservancy, the national training institute of the Rural Community Assistance Program, the Local Initiatives Support Corporation for Northern California, the Donors Forum of Wisconsin and several others. If you would like to have CompassPoint present on succession planning at your next conference or seminar, please contact us.

Training & Support

The transition process doesn't end with placement of your permanent Executive Director. CompassPoint ensures continued success through a variety of training opportunities and support services. Offerings include orientation for new executives, access to peer networks, goal setting and evaluation, professional development planning, [leadership training](#) to [executive coaching](#).

For more information on our services and to set up a no fee consultation with a transition consultant, contact us at 415.541.9000 or email us at et@compasspoint.org