



CHALLENGES OF EXECUTIVE TRANSITIONS

Executive transition, a major event in the life of an organization, is a period of heightened opportunity for a nonprofit. Not only a fresh start, this is a time for re-visioning the organization's mission and direction to ensure continued success in the future. In the absence of an executive director, the organization is free to take a fresh look at its operations and to identify and address challenges.

Why Be Concerned?

- A leadership deficit creates organizational instability and can lead to high turnover among staff and board.
- Uncertainty may cause loss of funding and community stakeholder support. Services may decline or be interrupted as staff lose their focus.
- Executive transitions are an opportunity for board development and enhanced organizational effectiveness.
- Successful management of an executive transition results in hiring a new executive director who is the best match for the re-defined organizational goals and future direction.

Why Hire an Interim Executive?

- As a highly skilled professional, the interim executive director acts as a change agent, helping the organization assess their challenges and needs, and create an updated vision for its future. The interim leader is a steady presence amid the turmoil inherent in an executive transition process.
- Hiring an interim executive director allows time for a thoughtful search process and enables the board to sharpen their profile for recruitment of the permanent executive director.
- As an outsider, the interim executive is able to see problems objectively and approach fact-finding based on the best interests of the organization. The interim executive can address challenges and facilitate change, thereby laying the groundwork for the permanent leader's success.
- Providing hands-on management, the interim executive will attend to any operational deficiencies with care and calm, bringing judgment and perspective from experience with other nonprofits. The interim executive is not a candidate for the permanent position.