

The BUZZ

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SO WHAT'S THE BIG DEAL?

In this issue, "The Buzz" reviews some basics about executive transitions. Losing its executive director is a major event in the life of an organization, even under the best of circumstances. Such transitions are a period of heightened opportunity for a nonprofit. It 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 support of community stakeholders. 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. D Crosson Group provides interim leadership and consultation to nonprofits during executive transitions. Visit us at www.dcrossongroup.com.

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. The interim executive will address challenges and facilitate change, thereby laying the groundwork for the permanent leader's success.

TRAINING ON TRANSITIONS

D Crosson Group has been providing workshops on executive transitions at a variety of statewide conferences. Learning about executive transitions can prepare board and staff members to respond and manage the transition effectively. If your organization or community would benefit from such training, contact D Crosson Group at 512-217-5656. Training for boards of directors on their roles and responsibilities is also available and can be tailored to meet the particular needs of your board. Check us out at: www.dcrossongroup.com.

WHO WE ARE • WHY WE DO IT

D Crosson Group offers continuity and stability to nonprofits by providing interim leadership during executive transitions. Diane Crosson founded the company after many years working in the nonprofit sector. Through her experience providing nonprofit management support to shelter programs in Texas, she observed the need for support to nonprofits during executive transitions. Learn more about us online at: www.dcrossongroup.com.

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