

The BUZZ FOR NONPROFITS

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HOW'S YOUR STAFF MORALE?

Are they traumatized? Are they grieving, or are they relieved? Are they emboldened by recent events? There's sure to be confusion and uncertainty about what's next. We find some or all of these conditions when a nonprofit has an executive transition. The loss of a leader, whether expected or sudden, impacts all aspects of the organization especially the staff. A wise board of directors is keen to the needs of the staff and provides prompt, clear communication and direction.

An effective interim executive director stabilizes the organization and normalizes daily operations. Being available to staff, partnering with managers, and holding regular staff meetings are just a few ways to begin managing the transition and healing the organization. Your staff needs opportunities to express themselves and then encouragement to move forward. Executive transitions are a time for each individual to recommit to their work and to the mission of the organization. Choosing not to may be a viable option for some, as well.

EXECUTIVE SEARCH: A DAUNTING TASK

Finding just the right person for the position of executive director is challenging, as many boards of directors know. An executive director is the face of the organization and must be able to represent it well in the community. It's a huge job requiring many talents and skills, not least of which is effective leadership.

Successful executive transitions begin with the board assessing the needs of their organization and its future direction before hiring or even posting the job opening. Considering these needs, the magnitude of the job, and the skills required can focus the executive search and attract the most qualified candidates. Find more resources for executive transitions at: www.transitionguides.com.

INVESTING IN YOUR ORGANIZATION'S FUTURE

Executive transition, a major event in the life of an organization, is a time for re-visioning the organization's mission and direction to ensure continued success in the future. D Crosson Group guides organizations through executive transitions with consultation that is tailored to meet the specific needs of the nonprofit. And we strengthen nonprofits by providing interim leadership during transitions. With nearly 30 years in the nonprofit sector, Diane Crosson founded D Crosson Group after years of providing nonprofit management assistance in Texas, and observing the need for support during executive transitions. Check out our services online at: www.dcrossongroup.com.

IF YOU JUST CAN'T STAND IT ...

"The BUZZ For Nonprofits," a one-page update, will be coming to you 2 or 3 times a year. But, if you just can't stand it, and you don't want to receive "The BUZZ For Nonprofits" ever again, then send us a reply saying so. And we'll remove you from the list!

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