



Leverage the Power of Leadership Change

Executive Transitions Program



The **Executive Transitions Program** at **Third Sector New England**

Changes in leadership are pivotal moments in the life of a nonprofit. It can be a time of great uncertainty, but it is also an opportunity to reflect on the past and prepare for the future. The Executive Transitions Program at TSNE prepares your organization to make the most of this transitional opportunity.

Changes in leadership are inevitable.

67%

of executives
say they **will**
leave their current
positions within
five years

Third Sector New England can help.

TSNE is the largest New England-based provider of executive transitions services. Our unique transition management strategy combines capacity-building services—succession planning, organizational development and leadership coaching—with executive search to ensure your organization is well positioned for long-term success.

Our team works exclusively with nonprofits and offers:

Executive Search

Interim Leader Placement

Leadership Coaching

Organizational Strategy

Succession Planning

Prepare, Search, and Thrive.

The Executive Transitions Program helps you find the right leader for your nonprofit. Our approach takes place in three phases, and results in a forward looking relationship between the new leader, the board and staff.



Prepare starts with an assessment of the organization's key strengths and vulnerabilities, develops a communication plan, supports the departing executive



Search includes a targeted outreach strategy for the recruitment and screening of candidates and selection of a new leader



Thrive supports the on-boarding of the new leader by engaging with the board and staff and developing clear goals and a performance review process

Our clients report satisfaction at each phase.

Prepare

95%

clients satisfied
with organizational
assessment

Search

97%

client satisfaction
with leadership
profile

Thrive

92%

overall client
satisfaction rate
with process

Our approach helps to strengthen your nonprofit.

The Executive Transitions Program identifies the best candidate for the position and ensures that the organization is sustainable and well prepared for its new leader. Our program customizes each transition engagement to minimize the risks to the organization and maximize the opportunities that the leadership change presents.

TSNE uses a whole systems approach, engaging stakeholders and facilitating organizational learning and decision making related to equity, race and the development of leadership within the communities served.

Our team guides your organization through change.

Third Sector New England has facilitated over 100 executive transitions. Our consultants are experts in guiding nonprofit boards, senior staff and transition committees through the essential steps of leadership change. Our team has extensive experience working with small and large nonprofits, at any stage in their lifecycle and from many fields of service. Our team focuses on:

Strengthening your organization

Identifying strategies for sustainability

Building leadership at each level of the organization

Setting the new leader up for success

Our fees are set on a sliding scale to accommodate any organization ready to begin the executive transitions process. The cost of services typically ranges from \$25,000 to \$55,000 based on organizational needs and search requirements.

Contact Us

To schedule a consultation or to see if our Executive Transitions Program is right for your organization.

Executive Transitions Program Team

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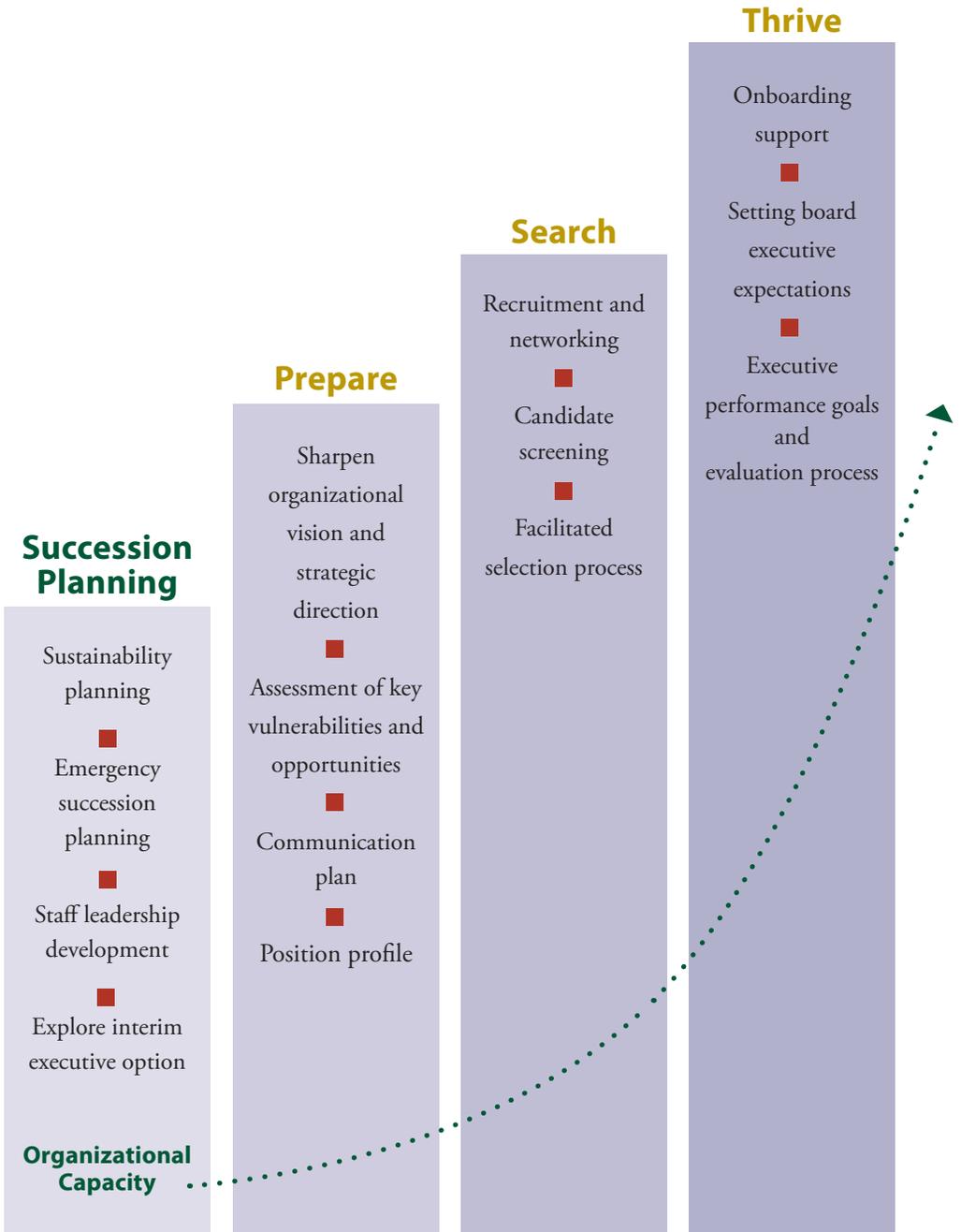
Third Sector New England

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www.tsne.org/executive-transitions

From **Succession Planning** to **Successful Launch**

The Executive Transitions Process





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Executive
Search

Leadership
Coaching

Organizational
Strategy
and
Support

Interim
Leader
Placement

Succession
Planning