



executive transition services

getting the first 90 days right is critical to ensuring:

- executive longevity
- higher senior staff retention
- continued confidence of donors, customers, and clients
- less disruption to programs and operations
- bolstering the outcomes of the recruiting agency
- protecting your time and \$\$ investment in the hiring process

[learn more about our philosophy here](#)

◆ you're just looking for a few executive coaching sessions for the 1st 90 days

- 1 1-hr consultation session w/ board chair or executive committee to determine goals
- min of 3 1-hr coaching/advising sessions with new executive

◆ you want a more structured 90 day plan and more hands-on support

- staff + board transition survey
- 2 consultation hours w/board chair or executive committee
- 1-hr consultation w/staff
- structured, realistic 90 day plan for new executive
- 90 day coaching + advising contract w/new executive to set them up for success (**no counting hours**)

◆ you'd like a deeper coaching connection for the 1st 90 days

- 1 1-hr consultation session w/ board chair or executive committee to determine goals.
- 6 - 9 1-hr coaching sessions with new executive

◆ you want full transition support

before hiring the new executive:

- survey + meetings w/ board + staff to ascertain what is needed from the new executive (succession plan)
- collaborative creation of the executive job announcement
- structured 90 day and 1 year goals and plan for new executive
- consultation around final candidates

after new hire:

- 90 day coaching + advising contract w/ new executive to set them up for success (**no counting hours**)
- progress + advising sessions w/ Board
- revision of 1-year plan, if necessary

inquire about reduced pricing for small nonprofits and businesses

leadership transition works better with an external consultant

- they can address the elephants in the room in a way no one on the board or staff can do
- they can see the forest through the trees better than someone living the day-to-day of the organization
- they have experience across a range of organizations, giving them extra insight from which your org will benefit
- they can guide existential conversations that challenge, deepen, and strengthen your organization the way no insider can do