



executive transition services

getting the first 90 days right is critical to ensuring:

- executive longevity
- higher senior staff retention
- continued confidence of donors, volunteers, and program participants
- less disruption to programs and operations
- strong outcomes of your recruiting
- protection of your time and \$\$ investment in the hiring process

[learn more about our philosophy here](#)

full-service executive transition support \$15,285

right for you if:

- **Hiring a recruiting firm isn't financially feasible** (*they usually charge 20-33% of the first year salary for the new ED + travel expenses + advertising fees*).
- **Your board and staff are too-short on time** to manage the *whole* process internally, but you have the budget for external assistance, and you have enough internal capacity to manage some of the pieces that a recruiting firm would normally do.

partial executive transition support starting at \$335

right for you if:

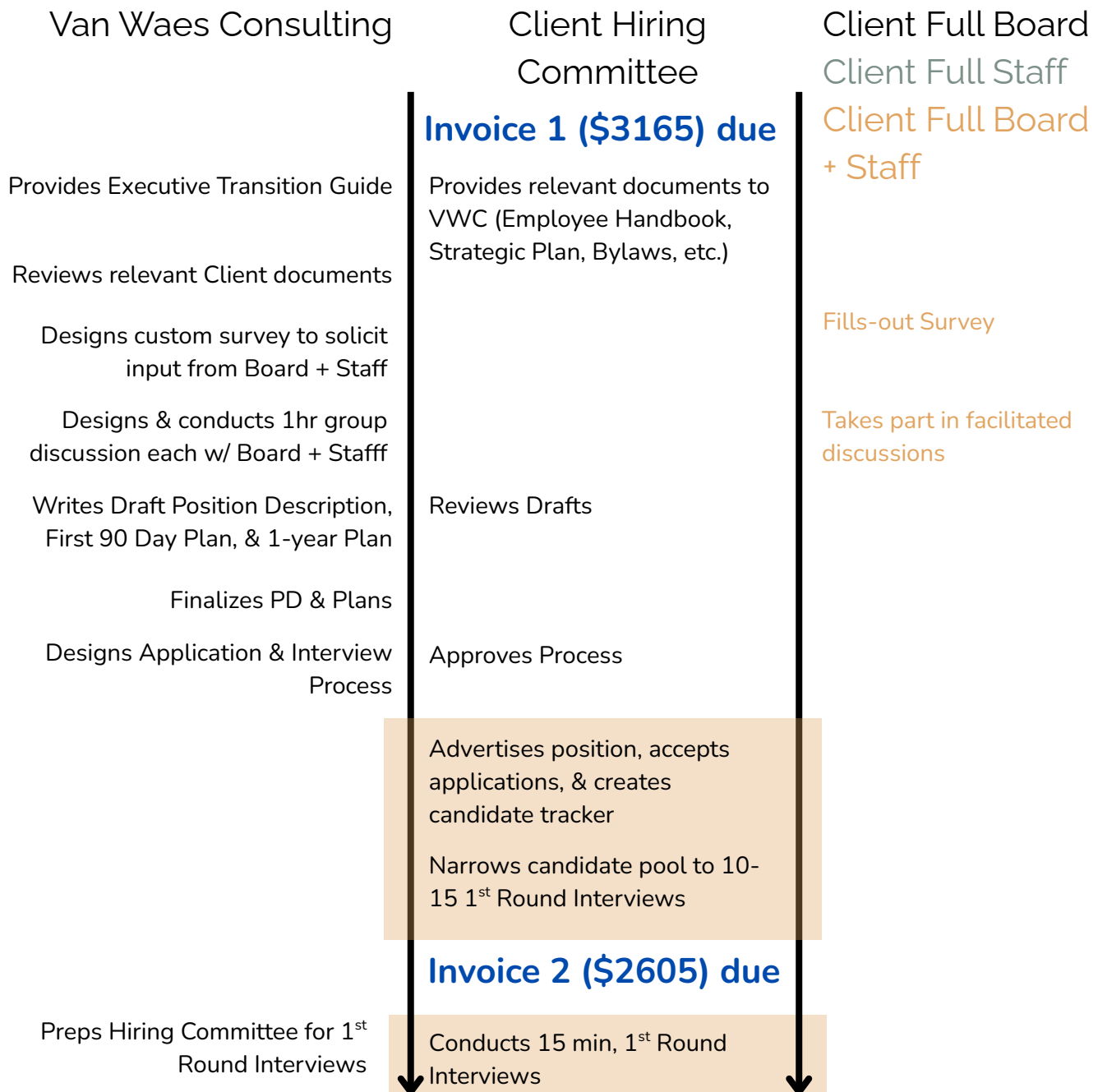
- You are a small nonprofit or business on a very limited budget.
- You have some time capacity to run the process yourself but still want some external, expert support to ensure a smooth transition.

[Click here to see our packages for small nonprofits.](#)

leadership transition works better with an external consultant

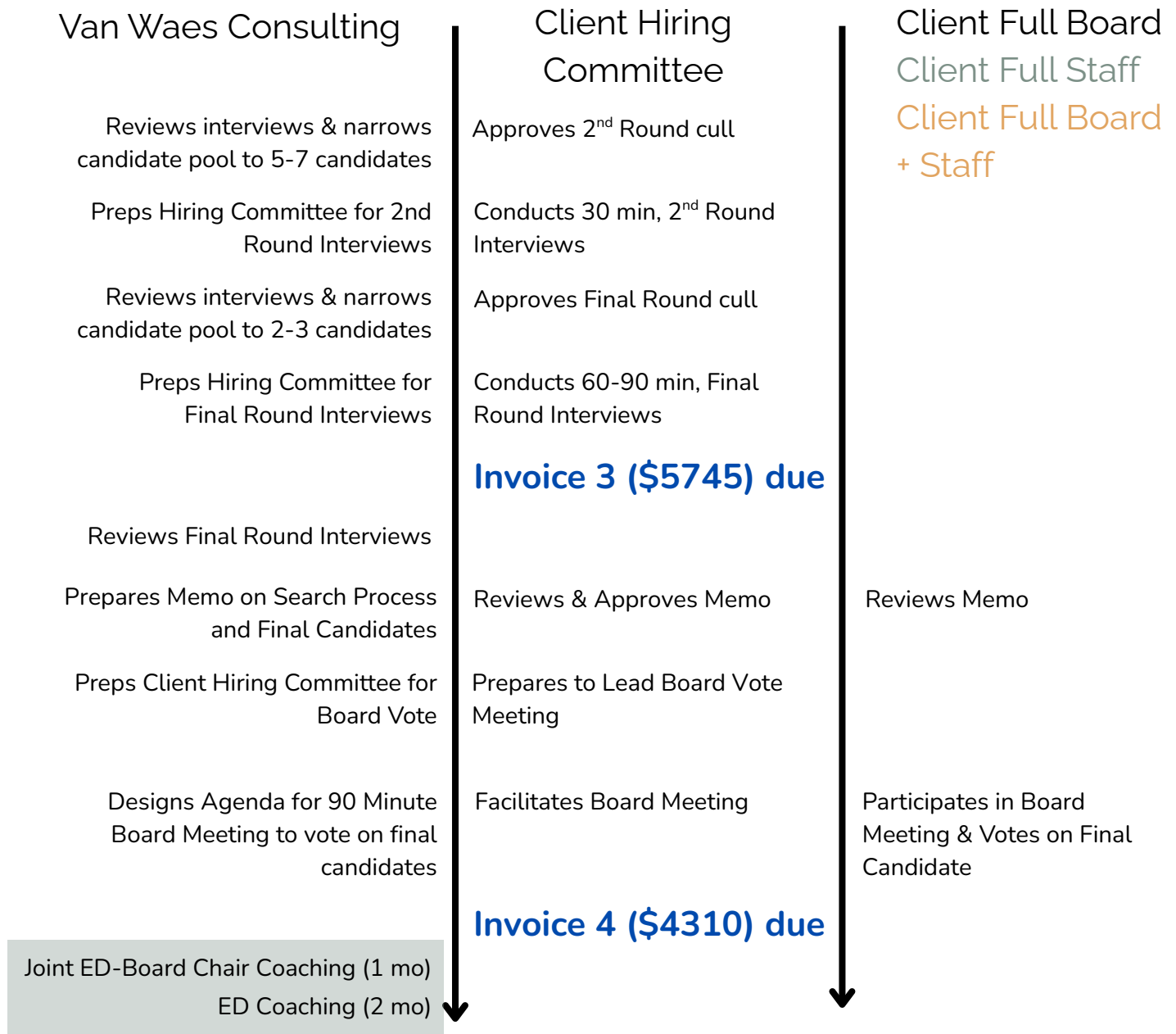
- they can address the elephants in the room in a way no one on the board or staff can do
- they can see the forest through the trees better than someone living the day-to-day of the organization
- they have experience across a range of organizations, giving them extra insight from which your org will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

How it Works



Not sure whether you want to hire a Recruiting Firm instead because of limited capacity of your staff and board? To help you decide, we've highlighted in orange the pieces that we do not provide and that a good Recruiting Firm would likely take off your plate. We've highlighted in green the pieces that we do provide and that recruiting firms do not always provide.

How it Works (cont.)



We help guide the process for you, but, **unlike a Recruiting Firm**, we do not provide the recruiting, and we do not provide a 2nd free process if the new ED resigns or is fired within 1 year. However, you can pause or cancel the contract immediately after paying Invoice 2 in the event you decide that you need to rethink your recruitment strategy, salary range, etc. due to dissatisfaction with the initial candidate pool. In the event that no final candidate is hired, you are not charged for Invoice 4.