

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

Van Waes Consulting

Client Hiring Committee Client Full Board Client Full Staff

Invoice 1 (\$3165) due

Client Full Board

+ Staff

Provides Executive Transition Guide

Provides relevant documents to VWC (Employee Handbook, Strategic Plan, Bylaws, etc.)

Fills-out Survey

discussions

Takes part in facilitated

Designs custom survey to solicit

Reviews relevant Client documents

input from Board + Staff

Designs & conducts 1hr group discussion each w/ Board + Stafff

Writes Draft Position Description, First 90 Day Plan, & 1-year Plan

Finalizes PD & Plans

Designs Application & Interview Process

Reviews Drafts

Approves Process

Advertises position, accepts applications, & creates candidate tracker

Narrows candidate pool to 10-15 1st Round Interviews

Invoice 2 (\$2605) due

Preps Hiring Committee for 1st Round Interviews

Conducts 15 min, 1st Round Interviews

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.)

Van Waes Consulting

Reviews interviews & narrows candidate pool to 5-7 candidates

Preps Hiring Committee for 2nd Round Interviews

Reviews interviews & narrows candidate pool to 2-3 candidates

Preps Hiring Committee for Final Round Interviews

Reviews Final Round Interviews

Prepares Memo on Search Process and Final Candidates

Preps Client Hiring Committee for Board Vote

Designs Agenda for 90 Minute Board Meeting to vote on final candidates

Joint ED-Board Chair Coaching (1 mo)

ED Coaching (2 mo)

Client Hiring Committee

Approves 2nd Round cull

Conducts 30 min, 2nd Round Interviews

Approves Final Round cull

Conducts 60-90 min, Final Round Interviews

Invoice 3 (\$5745) due

Reviews & Approves Memo

Prepares to Lead Board Vote Meeting

Facilitates Board Meeting

Invoice 4 (\$4310) due

Client Full Board
Client Full Staff
Client Full Board
+ Staff

Reviews Memo

Participates in Board Meeting & Votes on Final Candidate

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.

