



# Cleveland State University



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## TRANSITION SERVICES

Nonprofit leadership is entering a time when a mixture of events is causing a deficit. Baby boomer leaders are retiring, the number of nonprofit organizations is increasing, and, although nonprofit management is a growing career path, approximately 60,000 new leaders will be needed each year for the next 15 years. These national trends are mirroring what is happening here in the Northeast Ohio region.

The Center for Nonprofit Policy & Practice has developed three programs to address the leadership deficit, from an individual perspective as well as organizational.

### Leadership Institute for Organizational Succession

Change teams consisting of key staff and board members will develop an emergency and long-term succession plan for their organization during three all-day retreats held over a six-month period.

These small cohorts, of no more than eight organizations, will receive up to twenty hours of one-on-one consulting that addresses issues of board development and human resource strategic management.

The retreats will cover:

- An overview of succession planning
- Understanding your organization in terms of succession planning
- Strategic human resources
- Visioning a new organization
- Employee development and individual training needs
- Developing a communication plan



## Interim Executive Director Pool

Experienced executive directors are placed in organizations that, for a variety of reasons, do not have an executive director. The organization participates in a self-assessment, financial overview and board visioning to focus on the desired competencies in a permanent executive director.

Services provided include:

- Matching of an Interim with experience in the specific issues facing your organization
- Transition and change management support for staff
- Work culture climate assessment
- Bi-weekly updates on organizational decisions and challenges
- Facilitated board retreats
- Executive search support services

## Executive Directors Moving On

This highly confidential one-day workshop was developed for executive directors contemplating transitioning out of their position within five years. The format is group discussion and self-assessment and addresses the issues of:

- Career and life stages
- Making the decision to leave
- Responsibilities as the leader of an organization
- The process of change
- Creating a legacy
- Next steps
- Letting go

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Leadership Institute for Organizational Succession and Interim Executive Director Pool are in collaboration with Business Volunteers Unlimited (BVU).