

Executive Transition Monographs

This series on nonprofit executive transition is available for free PDF download on the web. The monographs were funded in part by the Annie E. Casey Foundation (www.aecf.org) and the Evelyn and Walter Haas, Jr. Fund (www.haasjr.org). They can all be found at <http://www.aecf.org/KnowledgeCenter/PublicationsSeries/ExecutiveTransitionMonographs.aspx>



Building Leaderful Organizations: Succession Planning for Nonprofits

The development of leadership skills throughout an organization is a key strategy for succession planning and strengthening capacity. This publication presents emergency succession planning tools (an important “risk management” practice). It offers executive directors concrete guidance for thinking about when and how to leave an organization. It also includes suggestions for boards in being proactive in assuring the sustainability of the organizations for which they are responsible. By Tim Wolfred/CompassPoint Nonprofit Services.



Capturing the Power of Leadership Change: Using Executive Transition Management to Strengthen Organizational Capacity

This report highlights the challenges associated with executive transitions and describes the model of executive management transition that has been used in the last decade. It also details opportunities for funders to further develop and implement strategies to better cope with executive management transitions. By Tom Adams/Transition Guides.



Interim Executive Directors: The Power in the Middle

This paper explores the benefits and basics of using an interim executive director during a leadership transition. It also highlights some considerations that organizations should take into account when deciding whether or not to use an interim executive director. By Tim Wolfred/CompassPoint Nonprofit Services.



Up Next: Generation Change and the Leadership of Nonprofit Organizations

Research indicates that leadership transitions from the Baby Boom generation to Generations X and Y will become more common within the nonprofit sector. This report delivers a series of recommendations on how a variety of stakeholders can improve the hand-off from this generation of leaders to the next. By Frances Kunreuther/Building Movement Project.



**Founder Transitions:
Creating Good Endings and New Beginnings:
A Guide for Executive Directors and Boards**

This guide examines the unique challenges presented by transitions involving founders or long-term executives. It provides clear advice for executives and their boards in confronting the complex issues these transitions present. By Tom Adams/Transition Guides.



**Next Shift:
Beyond the Nonprofit Leadership Crisis**

In this monograph, the authors counter a variety of proposed interventions from infrastructure organizations and present an alternative to the current crisis framework. The authors posit that by applying a crisis framework to the transitional trends in the nonprofit sector, leadership ignores the rich opportunities that lay ahead. The authors make suggestions as to how the nonprofit sector can embrace this time of change and have positive outcomes. By Frances Kunreuther/Building Movement Project and Patrick Corvington/Annie E. Casey Foundation.



**Stepping Up:
Staying Engaged: Succession Planning and
Executive Transition Management for Nonprofit
Boards of Directors**

This publication focuses particularly on board leaders. It provides a set of practical perspectives, hands-on tools, brief case studies, and useful resources to help board chairs, officers, and members take a proactive approach to preparing their organizations for transitions. By Tom Adams/Transition Guides.