2020 Executive Director Transition

- Member Engagement

PREPARE
- Form Search Committee
- Develop Leadership Transition Plan, Timeline & Budget

TAKE STOCK
- Launch meetings with BOD, Search Committee & Staff
- Assess Org. Strengths & Weaknesses
- Assess Environmental Trends
- Develop Leadership Profile
- Interim ED Creates Transition Memo

THE SEARCH
- Job Announcement
- BOD Chair Sends Announcement
- Outreach & Cultivation
- Application deadline: July 13th at 5pm PT
- Screening Interviews
- Semifinal Interviews
- Select Finalists

HIRING
- Check References
- Staff Chemistry Check with Finalists
- Full BOD Interviews Finalists
- Identify Needed Leadership Supports
- Offer & Negotiation

ONBOARDING
- BOD & ED Develop Working Arrangements
- First Year Success Indicators Set
- Plan the First 100 Days & Listening Tour
- Strategic Communications Plan
- New ED Public Announcement