2020 Executive Director Transition

CALIFORNIA PARTNERSHIP TO END DOMESTIC VIOLENCE
Together, We're Stronger.

★ = Member Engagement

01 PREPARE — DECEMBER - JANUARY

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

02 TAKE STOCK — FEBRUARY

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

03 THE SEARCH — MARCH - OCTOBER

Where We Are Now

- ★ Job Announcment
- ★ BOD Chair Sends Announcement
- ★ Outreach & Cultivation
- Original Application Deadline: July 13th
- Screening Interviews
- Search Extended August 21st - Position Open Until Filled
- Semifinal Interviews
- Select Finalists

04 HIRING — OCTOBER - NOVEMBER

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

05 ONBOARDING — NOVEMBER - DECEMBER

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