

# How the Executive Transitions Process Differs from Traditional Search

Third Sector New England's Executive Transitions Program (ETP) believes you should have easy access to all the skills and services your nonprofit needs for a successful management transition. A recent review of regional search firms suggested they placed less emphasis on components ETP considers essential.

Steps to Support an Executive Transition	Search Firm	Executive Transitions Program
<b>PREPARING FOR CHANGE</b>		
Coaching for the departing executive director		X
Establishing and training an effective transition team from the board and staff		X
Identifying auxiliary management needs and placing interim executive directors, as requested		X
Assessing the organization's capacity, current and future goals, and critical needs		X
Ensuring the board and staff are in alignment as the search begins		X
Developing a position profile that accurately describes the needs, wishes and expectations of the organization	X	X

<b>COMPREHENSIVE RECRUITMENT, INTERVIEWING, SELECTION</b>		
Developing a diverse candidate pool and facilitating the interviewing and hiring process	X	X
<b>POST-HIRE SUPPORT</b>		
Assisting the transition team to develop performance objectives for the executive director's first year		X
Working with board and new executive director to develop an evaluation plan		X
Coaching the new executive director and ensuring that support mechanisms are in place		X
Providing any additional organizational support as was identified in the "Preparing for Change" assessment		X

### **OTHER UNIQUE ASPECTS OF THIRD SECTOR NEW ENGLAND AND ETP**

- Third Sector New England is a nonprofit that understands the unique needs of nonprofit organizations.
- The transition model is designed specifically for nonprofits based on real-life situations.
- ETP transition consultants are seasoned nonprofit experts with expertise in organizational development and conducting searches, and who bring a passion and commitment to nonprofit work.
- ETP interim executive directors are experienced managers who understand transition issues, know how to stabilize organizations in flux, and can resolve key issues necessary for the new executive director to be successful.
- ETP delivers a comprehensive and tailored service at an affordable price.