



# WHAT'S NEXT Leading a Thriving Transition

Preparing long-time nonprofit  
leaders and their organizations

Over the last 20 years, foundations, nonprofits, and researchers have studied the phenomenon of baby boomers retiring and its potential impact on the nonprofit sector.

In partnership with LeaderSpring Center in Oakland, California, TSNE MissionWorks offers the *What's Next: Leading a Thriving Transition* program to support long-time leaders as they prepare their organizations and themselves for a leadership transition.

Organizations are continually going through changes, and one of the most destabilizing can be a leadership departure. The cohort-based *What's Next* program helps to build the capacity of nonprofit leaders to address succession and executive transition issues to ensure ongoing sustainability.

Participants in the *What's Next* program engage in group and individual learning and have confidential, thoughtful, and strategic discussions on leadership transition.

**Start planning for your organization's leadership transition today.**

**91%**  
of *What's Next*  
participants felt more  
prepared to navigate their  
organization's transition  
after completing the  
program.

## PREPARE YOUR ORGANIZATION FOR WHAT'S NEXT

Through intensive retreats, individual coaching, and an ongoing support network of leaders, the *What's Next* program builds the capacity of nonprofit leaders to address succession and executive transition issues.

*What's Next* convenes departing leaders for four days of facilitation during two retreats in order to:

- Support leaders to create and implement a well-planned transition
- Provide tools that prepare the organization for a leadership departure
- Address leadership development through a lens of diversity and equity
- Share best practices for executive transitions
- Provide personal reflection time to prepare leaders for their life transition

Participants also receive individual executive coaching sessions with the trainers, who bring deep facilitative skills and experience in leading and consulting nonprofits on governance, sustainability planning, and executive transitions.

*What's Next*  
has helped more than  
**200**  
nonprofit leaders  
through the transition  
planning process.

Presented in partnership by

**TSNE**  **MissionWorks**  
Partners in social change

TSNE MissionWorks is a Boston-based national nonprofit, that for more than 60 years, has provided information and services to build the knowledge, power, and effectiveness of individuals, organizations, and groups that engage people in community and public life. The ultimate intention of our work is to create a more just and democratic society.

**LEADERSPRING CENTER™**  
Creating Equity + Transformation 

For 20 years, LeaderSpring Center has invested in the talent, dedication, and vision of progressive grassroots leaders in the San Francisco Bay area. Through their leadership development program, LeaderSpring Center has equipped nearly 250 social sector executives with the knowledge, skills, and networks needed to lead high-performing organizations and drive lasting change.

To learn more or apply for an upcoming *What's Next* cohort, visit [whatsnext.tsne.org](https://whatsnext.tsne.org)

## HERE'S WHAT OUR PARTICIPANTS HAVE TO SAY



“I can convince [my board] that succession work is not because I’m going to leave tomorrow or in three years, this is to ensure that whoever steps up to the plate is able to sustain our mission.” — *Margie Martinez, Executive Officer, Community Health Alliance of Pasadena*

“It was easily one of the most useful and actionable professional development training programs I’ve attended.” — *Linda Noonan, Executive Director, Massachusetts Business Alliance for Education*

“I appreciate everything that goes into it the reading, the masterful facilitation, attention to relationships among cohort, through the exercises, and presentation.” — *Jude Goldman, Executive Director, The Lenny Zakim Fund*

“To me this process helped me realize this goes beyond planning, it’s about ensuring our community continues to thrive.” — *Santiago “Sam” Ruiz, Executive Director, Mission Neighborhood Centers*

“I am able to provide my organization with everything necessary to ensure a successful transition, while delving into creating a pathway for my personal future plans.” — *Karla Nicholson, Executive Director, Haymarket People’s Fund*

### Meet Our Trainers



**Dr. Sonia BasSheva Mañjon** has more than 25 years of experience in higher education, nonprofit, and government administration. She is a LeaderSpring Alumna from the class of 2006 and is the executive director of LeaderSpring Center.



**Safi Jiroh** brings over 25 years of experience in the public and nonprofit sectors as a leader, grant maker, consultant, and certified integral coach. Safi is an alumna of LeaderSpring, holds a BA in Organizational Management, and is the current Deputy Director of LeaderSpring Center.

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Learn more. Read *Moving Beyond the Person: Evolving the What’s Next Program* at:  
[whatsnext.tsne.org](http://whatsnext.tsne.org)

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