



WHAT'S NEXT

Leading a Thriving Transition

Preparing long-time nonprofit leaders and their organizations

Organizations are continually going through changes, and one of the most destabilizing can be a leadership departure. This is especially true in organizations with a long-time leader who is planning for their retirement.

Long-time leaders can sometimes delay announcing their plans and are unsure of what is next for themselves and the organizations they have founded or built.

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 through this uncertainty and change. The cohort-based program helps to build the capacity of nonprofit leaders to address succession and executive transition issues, while stabilizing the organization and creating pathways for ongoing sustainability.

Participants in the *What's Next* program engage in group and individual learning and have confidential, thoughtful, and strategic discussions on the personal and organizational aspects of transition to assist them in navigating their choices for the future. The program is designed for long-term leaders who plan to leave their organizations in the next 3-5 years.

Start planning for your leadership transition today.

Presented in partnership by



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.

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

PREPARE YOUR ORGANIZATION

The *What's Next* program convenes departing leaders in four days of facilitated learning and discussion 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 nonprofit governance, sustainability planning, and executive transition. They also have access to a network of long-time leaders facing similar challenges who provide advice and peer support.

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



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.

To learn more or apply for an upcoming *What's Next* cohort, visit whatsnext.tsne.org

HERE'S WHAT OUR PARTICIPANTS HAVE TO SAY



“I think we need more programs like *What's Next*. When you have people really thinking about how to leave sustainable agencies, it helps to preserve all of the investments we have made in our organizations and in the sector.” — *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*

“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 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*

“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.

Read *Moving Beyond the Person: Evolving the What's Next Program* and apply at:

whatsnext.tsne.org

TSNE  **MissionWorks**
NonProfit Center
89 South Street, Suite 700
Boston, Mass. 02111
info@tsne.org