

Leadership Transition: Prepare-Search-Thrive

Taking the Right Steps for Success



Leadership matters! Foraker Leadership Transition is built on our belief that the right people at the right time are essential in the nonprofit sustainability journey. Deeply rooted in Alaska's nonprofit sector, Foraker Leadership Transition is the only nonprofit service dedicated to embracing your organization's culture as you navigate change in leadership, whether it's one of your executives (CEO, CFO, COO), senior staff, development professional, or others.

Leadership Transition: The Foraker Difference

Leadership Transition: Prepare-Search-Thrive is a natural evolution of our succession planning services, which are based on the Foraker Nonprofit Sustainability Model. It complements, but does not duplicate, that service. We see leadership change as an opportunity to strengthen your mission by ensuring that your organization is well prepared to not only search for your next leader, but thrive after the search is complete.

Our suite of services is rooted in a deep commitment to ensure that nonprofit leaders reflect the diversity of the communities they serve, along with a focus on pay equity and a welcoming environment. Through our process of engaging in meaningful and data-informed conversations, we strive to strategically recruit candidates who align with your mission as a way to foster deeper and more enduring placements and long-term relationships. We are ready to offer you services tailored to your needs, budget, and operational complexity.

Foraker Interim Executive Leadership: When You Need Help Now

As part of our transition services, Foraker offers interim executive support. Our interims can help the board become stable after a crisis, give the board breathing room before taking the next step, or hold the mission steady during a time of change. We have an experienced pool of interim leaders ready to provide day-to-day executive leadership, while positioning your team to take the essential steps of preparing for and engaging in the transition to your next full-time leader.



With You Every Step of the Way

A successful leadership transition has three phases: Prepare, Search, and Thrive. Our team of interim directors, recruiters, and guides has deep experience in leading organizations and their board transition committees through the essential phases of transition.

The Prepare Phase: It is all about preparing for a successful search and transition. The team identifies priorities for the search, the organization, and the role of the new leader, and connects to core purpose and values. This phase can move quickly or at a more measured pace. Each organization will navigate in its own way to get ready for the next step, and we will customize an approach that's right for your situation. In each "Prepare" phase, the organization will conduct a sustainability review and develop a position profile to determine what it needs from the next leader or key staff.

The Search Phase: After nearly two decades of recruiting nonprofit leaders, Foraker has the tools, database, and experience to find, screen, and select a diverse pool of highly qualified candidates. We'll help you find the right candidates who are committed to your core purpose, values, goals, and culture.

The Thrive Phase: Our guided process offers a framework to focus on three key steps: announcing the new hire, orientating and integrating the new leader to facilitate strong relationships with the board, staff, and key stakeholders, and establishing a structure that encourages regular feedback and discussion on the new hire's performance. Together these steps ensure a smooth transition.

www.forakergroup.org

The Foraker Group serves as the state association and capacity building organization for nonprofits and tribes across Alaska. We are dedicated to increasing the leadership and management skills of professionals and volunteers through an innovative approach focused on the Foraker Nonprofit Sustainability Model.

We bring innovative, high quality, and cost-effective services to individuals, organizations, and collaborations around Alaska through five program areas – shared services, consulting, education, public policy, and fiscal sponsorship.

No-cost confidential consultation

We serve all Alaska, and we're ready to match our services to your budget, size, and operational complexity. Your organization's leadership transition is a strategic opportunity to reflect and enhance your mission.

If you have the benefit of preparing for a leadership change more than a year out, we recommend our succession planning services. If your transition is occurring now or soon, we are ready to help.

Call us today to set up a no-cost confidential consultation to help you decide what is best for your organization. Let your next transition be a catalyst for positive change through our Leadership Transition services.


the foraker group
Standing Beside Alaska's Nonprofits

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