

Leadership Transition: Succession Planning

Planning Today for Tomorrow



Leadership Transition: Succession Planning will help your organization prepare for the inevitable – a change in leadership. With an estimated 10,000 Baby Boomers reaching retirement age every day, the nonprofit sector is in the midst of a profound leadership transition. Whether it's for an executive, board member, or staff leader, succession planning is vital to the stability of your organization. We can help guide you. If you are facing an immediate change in your leadership, contact us to learn more about *Leadership Transition: Prepare-Search-Thrive*.

Succession Planning: The Foraker Difference

Foraker Succession Planning is based on the principles of the Foraker Nonprofit Sustainability Model, which has helped Alaska nonprofits since 2001 to make informed decisions and develop exceptional leaders and highly effective boards. We work with you to create plans tailored to your unique culture, ensuring board and staff are aligned in purpose, core values, and goals. We serve organizations across the state and will match our services to your budget, size, and operational complexity. Our goal is to prepare you for that inevitable change so you will not just survive, but thrive when the time comes.

nearly **70%**
of **NONPROFIT LEADERS**
plan to leave their position
in the next five years!*

more than **3 out of 4**
NONPROFITS
have no formal succession plan!*

*From A Study of Nonprofit Leadership in the US and Its Impending Crisis, 2018, Plymouth University



Foraker Succession Planning Services:

Transitions are inevitable – let's prepare for change together.

Executive Succession Planning

Are you prepared for the planned and unplanned departure of your staff leader? Could your organization continue to deliver on its mission in the absence of your CEO or executive director? Do the board and current CEO understand their roles in this process? We will help you develop an effective succession plan that eliminates guesswork and ensures the whole team is ready to take the right next steps to a healthy transition.

Board Succession Planning

A high performing board leads to a high performing organization. Establishing the right board at the right time is a strategic and comprehensive process. We work directly with the board to lay out a clear plan for recruiting, engaging, and retaining members and officers and to ensure momentum, stability, and mission focus.

Staff Succession Planning

Staff transition can happen on schedule or without notice. Our services will help you understand and articulate the full range of responsibilities for the senior members of your staff in order to prepare you for both unexpected and planned departures.



Contact us:

Transitions: Search and Succession

Tel: 907-743-1200

Toll Free: 1-877-834-5003

**161 Klevin Street, Suite 101
Anchorage AK 99508**

A plan tailored to your needs

Planning Services: Organizations with a written plan are ready to address key leadership, staff, and board succession. Our team is ready to lead you through the process of writing a succession plan that reflects your organization's core purpose and values, goals, and culture. Time spent on succession planning now saves time and stress when transition occurs.

Founder or Long-tenured CEO: As many founders and long-tenured executives are nearing the end of their time with your organization and are considering options of working differently or eventually retiring, the leader and the organization run the risk of getting stuck. This requires a specialized plan that honors the leader's legacy, while successfully moving the organization into the future.

Leadership Development: Your next leader may already be working for you. Foraker is deeply committed to developing nonprofit leaders regardless of title or tenure. We have a wide variety of programs to meet your goals. Find the tool that is right for you, including coaching, mentoring, classes, and executive consultation.

Foraker Interim Executive Leadership 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.

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.