

## **THE SUCCESSFUL AND SUCCESSION-PROOF NONPROFIT Fundraising Day New York, June 12, 2009**

### **Fast Facts:**

- As the baby boomer generation begins retiring en masse the leadership deficit is expected to grow significantly.
- An estimated 80,000 new and additional leaders will be needed in the nonprofit sector by 2016 – this represents a 300% increase from 1996, and a 43% increase from 2006.
- An estimated 70% of nonprofits currently experience a “non-routine,” unexpected leadership transition verses a well-planned transition.
- It can take a minimum of 4-8 months to hire a new Executive Director; the cost of poor transition management can be extremely high, leading to loss of organization focus, staff, core relationships and funding.
- Managed well, leadership transitions can be a time of organizational assessment, re-visioning and transformation.

### **Resources to Consider**

**The Bridgespan Group, “The Nonprofit Sector’s Leadership Deficit”** (by Thomas J. Tierney, March 2006) <http://www.bridgespan.org/>

**Annie E. Casey Foundation: Executive Transition Monograph Series** ([www.aecf.org](http://www.aecf.org))

- Building Leaderful Organizations: Succession Planning for Nonprofits
- Capturing the Power of Leadership Change: Using Executive Transition to Strengthen Organizational Capacity
- Founder Transitions: Creating Good Endings and New Beginnings
- Interim Executive Directors: The Power in the Middle
- Next Shift: Beyond the Leadership Crisis
- Stepping Up, Staying Engaged: Succession Planning and Executive Transition Management for Nonprofit Boards of Directors
- Up Next: Generation Change and the Leadership of Nonprofit Organizations

**CompassPoint: Reports & Templates** ([www.compasspoint.org](http://www.compasspoint.org))

- Emergency Succession Plan
- Executive Director Legacy Statement
- Succession Readiness Checklist
- Sample Staff & Board Surveys
- Job Description for an Executive Director

**TransitionGuides** ([www.transitionguides.com](http://www.transitionguides.com))

**Management Help** ([www.managementhelp.org](http://www.managementhelp.org)) – Guidelines for Hiring / Transitioning to a New Chief Executive in Nonprofit or For-Profit Corporations (by Carter McNamara, PhD)