



EXECUTIVE TRANSITION MANAGEMENT PROCESS

Poorly managed transitions can result in negative program outcomes, funding loss, and harmful public perception.

If an executive transition is in your future and sustainability is what your organization is seeking, New Chapter Coaching's signature four-step process is the answer.



SUCCESSION PLANNING

CREATE Emergency Succession Plan

DEVELOP Long-term Succession Plan

COACH Executive Director Planning Resignation or Retirement/ Emerging Leader

PRE-SEARCH ASSESSMENT & PLANNING

FORM Transition Committee

SELECT Interim Executive Director

CREATE Transition Plan

ACCESS Organization's Needs

CONDUCT Stakeholder Interviews

IDENTIFY Core Competencies Needed in Next Leader

SEARCH, RECRUITMENT & SELECTION

DEVELOP Position Description

IDENTIFY Qualified Candidates

SCREEN & Interview

CHECK References

DEVELOP Compensation Package

MAKE Final Selection

NEGOTIATE Offer & Acceptance

POST HIRE

ANNOUNCE New Executive Director

CREATE Onboarding Plan

DEVELOP Executive Director Performance Management Plan (Incl. Performance & Professional Development Goals)



Executive Coaching
Executive Director Roundtable

PLANNING & PREPARATION

TRANSITION

TO GET STARTED visit or call:

NewChapterCoach.com | p. 573.228.9600

601 W. Nifong Blvd., Suite 1D, Columbia, MO 65203



New Chapter
COACHING, LLC

Exploring the Present, Transforming the Future

Who We Do

New Chapter Coaching is a leadership development company dedicated to building a better world by increasing the effectiveness of nonprofit leaders and the impact of the organizations they serve. We believe nonprofit organizations make our communities better places to live and work for everyone; that's why we're active, visible, and contributing members of the communities in which we live and work, as well as the nonprofit sector. Each year New Chapter Coaching invests 3-5% of our profits back into Missouri's best nonprofit organizations. The work of these organizations and its leaders inspires us and we're proud to support them. We also provide pro bono or discounted services as appropriate and fiscally possible.

What We Do

New Chapter Coaching delivers innovative, high-quality services to nonprofit leaders and their organizations including:

- Executive/Leadership Coaching
- Strategic Planning
- Executive Transition Management
- Strengths-Based Team Building
- Skills-Based Trainings/Workshops
- Roundtables for Executives and Next Generation Leaders
- Board Trainings and Retreats
- Assessing and Addressing Workplace Burnout
- Facilitation of Retreats and Meetings



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