

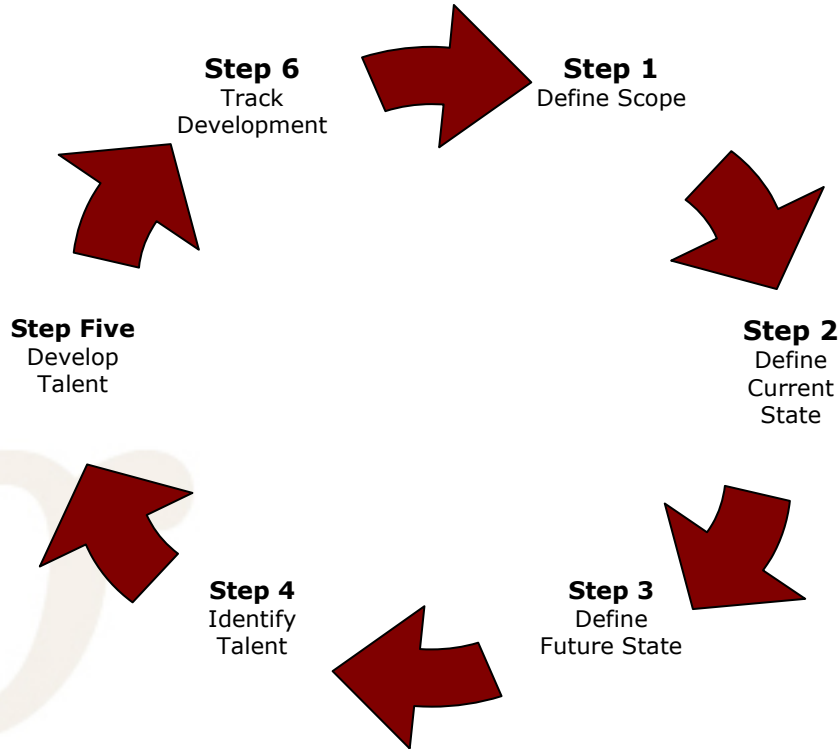


## SUCCESSION PLANNING FOR NONPROFITS

### Overview

75% of nonprofit executive directors plan to resign in the next five years, making succession planning a critical responsibility of nonprofit boards. What’s more, demographic shifts, emerging communication technologies and rising economic uncertainty have changed the playing field and what’s required of nonprofit leaders. Existing succession planning models have not kept up. There has been much talk of the “new normal” for nonprofit organizations but little practical discussion on how to address succession planning and leadership development to meet new and future challenges facing nonprofits.

### The 6 Critical Steps of Succession Planning



### Key Pitfalls to Avoid

- Not investing in professional development
- Not having a strategic plan or buy in to the strategic plan
- An ineffective or weak board of directors
- Not allowing emotions regarding transition to surface
- A lack of staff involvement
- Focusing only on the executive level
- A lack of support by managers and key influencers
- Weaknesses in the performance management process
- Not consulting with potential successors
- Not updating succession plans regularly
- Not proactively addressing “founders syndrome”

### About the Interchange Group

The Interchange Group is a Los Angeles based consulting firm specializing in the impact of demographic shifts on the workplace. It partners with mid size and large employers in the public and private sector to design and implement targeted onboarding, leadership development and succession planning initiatives to meet the needs of a changing labor market.