

Navigating Leadership Transitions

Times of transition are opportunities for growth and success. **Executive Transition Services (ETS)** can help your nonprofit turn challenging situations into opportunities for productive, positive change.

You may be able to take best advantage of transition opportunities by using expert transition leaders to ensure that your organization's structures and systems are sound, and that your staff and board are motivated and supported. Our team of experienced nonprofit leaders has served more than 150 organizations with in-depth interim leadership, transition planning, and executive search services.

Interim Leadership & Transition Planning

Whether your founding director is retiring next year, or your current director left yesterday, we'll help you make the most of your transition. We can step in as interim executive director, help clarify your organization's priorities, analyze core issues, and develop strategies for supporting new leadership.

The Executive Search

Hiring an executive director is one of the board's primary responsibilities. Done right, the process is an excellent means of board development, clarifying and honing everyone's understanding of—and commitment to—the mission. We can work with you to define what you really need and keep the process objective, on-track, and running smoothly; and help you find the next leader to build on your success.

Interim Development Services

If your organization is looking to expand your current fundraising efforts, start your first development department, or fill an empty development director position, we can help with that, too.



Make the most of your transition.

Call Bob Hazen at 503.239.4001, ext. 108, or visit www.tacs.org/consulting/ets.

What We've Done

Since 2001, the ETS team has:

- Filled more than **ninety interim executive director positions**, with an average length of five to six months
- Served in nearly **every arena of the nonprofit sector**—arts, education, environment, health, housing, philanthropy, and social services
- Assisted with over **fifty executive director searches**, strengthening boards to ensure clarity and accountability

What People Say

I want to thank TACS for the invaluable assistance that led to our interim executive director. His performance and leadership were incredible. He quickly sized up our challenges and in five short months brought us through a strenuous process that ended with a beautifully crafted strategic plan.

— Board president of a small nonprofit