



Institute for Conservation  
**LEADERSHIP**

## Resources on Managing Leadership Transitions

### Brief introduction

#### Tips and links to more resources

<https://www.councilofnonprofits.org/tools-resources/succession-planning-nonprofits>

<https://www.bridgespan.org/insights/library/leadership-development/the-nonprofit-leadership-development-deficit>

[https://www.compasspoint.org/sites/default/files/documents/Depature-Defined%20Sccession%20planning%20-%20final\\_0.pdf](https://www.compasspoint.org/sites/default/files/documents/Depature-Defined%20Sccession%20planning%20-%20final_0.pdf)

<https://www.bridgespan.org/insights/library/hiring/interim-leadership-looking-beyond-the-executive-di>

#### Recent reflections on leadership transitions and trends

<https://nonprofitquarterly.org/2017/03/27/reflections-executive-leadership-transition-data-fifteen-years/>

#### Defining Executive Director Competencies

<https://www.icl.org/product/executive-director-core-competencies/>

#### Assessing Your Organization

<https://www.icl.org/product/board-self-assessment-benchmarks-all-volunteer-groups/>

### Deeper Dive

*The Nonprofit Leadership Transition and Development Guide: Proven Paths for Leaders and Organizations* by Tom Adams

<http://www.wiley.com/WileyCDA/WileyTitle/productCd-0470481226,subjectCd-BA95.html>

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# Leading Change



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## **Managing Leadership Transitions – Application to My Organization’s Context**

**Name** \_\_\_\_\_

**Organization** \_\_\_\_\_

**Email** \_\_\_\_\_

What are two or three important “Ah Ha’s!” from this session that I want to remember and tell others about in my organizations?

**What 2 steps can I take to help begin building our leadership bench over the next three months?**

1.

2.

1. Think of a time when you managed a major transition well. Please share your story and the details. What happened? Who was involved? How did you contribute?
2. Without being humble, what made you able to manage this transitions well?
3. If you had a magic wand and could change how you managed this transition in any way to make the experience more rewarding, what would your three wishes be?