

NCCED News Notes

SPECIAL ANNOUNCEMENT

NCCED



SUCCESSION PLANNING FOR FOUNDERS & LONG-TIME EXECUTIVES



Are you...

- A founder or long-term executive of a nonprofit organization?
- Interested in learning about a proactive approach to leadership succession?
- Planning to leave your position in the next 1 - 6 years?

The NEXT STEPS workshop offers participants:

- ❖ Lessons and best practices from 10 years of practice and research in leadership transitions
- ❖ An opportunity to hear from and network with Bay Area executives who completed the December NEXT STEPS workshop and are actively involved in leadership succession and/or executive transition planning
- ❖ Techniques for managing succession and transition in ways that enhance agency capacity...whether your departure is 6 months or 6 years away
- ❖ A confidential place to reflect and discuss your specific succession concerns with peers and resource consultants

The ideal participant is a nonprofit executive director who has founded an organization or has served as executive for five or more years and who is considering:

- Developing a leadership succession plan with her or his board, and/or
- Departing this executive position within the next six years.

Dates and Locations:

Baltimore, MD: Tuesday, July 20, 2004 – Wednesday, July 21, 2004

Oakland, CA: Monday, September 13, 2004 - Tuesday, September 14, 2004

Cost: Early registration -\$325*

Late Registration - \$350* after June 18 (Baltimore) or (August 6) 2004

* Registration fee includes continental breakfasts, lunches, optional Tuesday dinner & materials

Make check/money order payable to: Adams & Associates, 1751 Elton Road, Suite 204; Silver Spring, MD 20903

Workshop background: In December 2002, the Annie E. Casey Foundation piloted a 2-day workshop for its long-term and founder executive grantees to explore succession planning. The session provided a safe and confidential place to ask difficult questions and explore with peers and consultants the critical and complex issues around leadership succession. Over twenty executive directors, half from around the country and half from the Baltimore-Washington region, attended and more expressed an interest. As a result of this successful pilot, in 2003, the Annie E. Casey Foundation hosted a follow-up and shorter introductory workshop for its grantees from around the country and other executives in the Baltimore-Washington and California regions.

For more information or to register, email mthomasscott@transitionguides.com or call Melody Thomas-Scott 301-439-6635.