

## NONPROFIT EXECUTIVE SEARCH *KEYS TO SUCCESS*

### A TWO-HOUR WORKSHOP

Leadership transition is a critical moment in the life of a nonprofit, presenting risks and challenges as well as exciting opportunities for an organization's future. While each nonprofit starts an executive transition at a different place, knowing where you're going and how to get there is key to success. From the strategies and stages that are part of a robust search to the most common pitfalls and how to avoid them, this workshop helps you navigate an executive search that aligns with your values and goals.

### TRAINERS

Emily Anthony and Julie Edsforth are two of the co-founders of [Clover Search Works](#), a search firm dedicated to supporting nonprofits through leadership transitions. Together, they have worked on more than 60 searches for nonprofits in many different fields. In this interactive session they will share their stories and lessons learned through those many engagements.



[Emily Anthony](#)



[Julie Edsforth](#)



### TAILORED TO YOUR NEEDS

This workshop is intended for board and staff teams to learn and prepare together. We work with you to tailor the agenda to focus on what is most useful to you. Topics can include but aren't limited to:

- ▶ The role and time commitment of the Search Committee
- ▶ Running a search grounded in equity and anti-racism
- ▶ Designing a discovery phase that clarifies what you're looking for in your next ED
- ▶ Proactive recruitment and candidate cultivation to build a strong and diverse candidate pool
- ▶ Different ways to involve staff and engage external stakeholders in the search process
- ▶ Navigating a search with internal candidates
- ▶ Keys to setting a salary range that takes into consideration market realities and internal equity
- ▶ Interview approaches that help you identify the best candidates
- ▶ Offer and onboarding preparation
- ▶ Communicating with your community before, during, and after your search

### CONTACT US

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