

The Challenge: Strategic Leadership Transition

The [Congregational Library & Archives](#) (CLA) faced a critical challenge — the need for a strategic leadership transition. It sought an executive director capable of balancing tradition with innovation, someone who could uphold the institution's legacy while injecting fresh energy and vision.

The Opportunity: Leveraging Interim Leadership

Recognizing the opportunity, CLA engaged Interim Executive Solutions (IES) to ensure operational continuity while strategically paving the way for a permanent executive director. CLA was attracted to IES's proficiency in navigating transitions and identifying and supporting leaders capable of steering organizations through periods of change.

The Solution: A Meticulous Strategy

IES approached the challenge with a meticulous strategy, understanding the nuances of CLA's requirements. Collaborating closely with CLA's board, IES deciphered the unique leadership harmonies essential for success. The emphasis was on identifying an interim executive director who could not only address immediate managerial needs but also lay a foundation for future growth.

The solution came in the form of [Marty Walz](#), a seasoned leader with over 25 years of experience across non-profit, corporate, and government sectors. Marty's diverse skill set aligned with CLA's requirements, positioning her as the ideal interim leader to guide the organization through its transition.

The Results: Seamless Transition and Ongoing Success

The transition orchestrated by Walz with support from IES, refocused CLA's board and staff on critical business and managerial functions. Marty's leadership acted as a catalyst for transformative decisions, which included, among other decisions, resetting the board's committee structure to optimize processes, communications flow, and operability. Additionally, Walz's had an innate ability to connect and reset the expectations with the board in relation to CLA staff, particularly to setting the stage for the next phase of the institution's journey.

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CLA: Setting the Stage for Future Leadership



As Walz's interim tenure concluded, the appointment of Kyle Roberts as the permanent Executive Director in 2022 marked a strategic progression. Leveraging his background in library and museum programming, Kyle seamlessly built upon Marty's foundation, introducing fresh ideas to further the library's reach and impact. Most notably, has been the programming additions added by Roberts, to which there has been a tremendously positive response by members of the community.

The collaboration between IES, Walz, and Roberts, guided by Rich Elliott, the Library's Board Chair, emerged as a lesson in navigating transitions. IES's expertise in finding the right interim leader proved invaluable, ensuring a smooth handover from interim to permanent leadership. Elliott emphasized the pivotal role of IES in securing leaders who became instrumental in the ongoing success of the library.

IES' work with CLA demonstrates the efficacy of strategic interim leadership in addressing complex organizational challenges. Having adaptable, experienced leadership during periods of transition, and taking a business-oriented approach to navigating the intricacies of organizational change, enhances an organization's ability to attract, retain and support a great permanent leader for the future.

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