

Client Overview

DOVE (DOmestic Violence Ended) is a nonprofit organization dedicated to fostering hope, healing, safety, and social change in communities affected by domestic and partner violence. Their mission centers on ending the cycle of abuse and providing support to survivors through various programs and advocacy efforts. Learn more about DOVE at dovema.org.

The Challenge

DOVE faced a significant leadership transition when their long-time executive director decided to pursue other professional opportunities, leaving a void in leadership. The departure prompted DOVE to seek interim leadership solutions to ensure continuity in operations and maintain momentum towards their mission while also giving space for staff and constituents to prepare for a new leadership style and the board to construct a thoughtful recruitment plan for the next executive director.

Engagement with Interim Executive Solutions (IES)

Recognizing the need for interim leadership, DOVE engaged with Interim Executive Solutions (IES). Beth Porter, Vice President of the DOVE Board, spearheaded the collaboration with IES. With her extensive experience in nonprofit management spanning over 30 years, Beth understood the importance of finding the right interim executive to steer DOVE through this transitional period.

IES leveraged its extensive network to identify potential interim executive directors who could seamlessly integrate into DOVE's operations and culture. After careful consideration, IES Associate Dr. John D. Lloyd, from the Agile Consulting Group, emerged as the ideal candidate. Dr. Lloyd's expertise lay in facilitating meaningful change and fostering effective collaboration within organizations, aligning perfectly with DOVE's objectives.

The Solution

Upon assuming the role of Interim Executive Director, Dr. Lloyd swiftly immersed himself in DOVE's organizational dynamics. In addition to his focus on operational efficiency and mission alignment, Dr. Lloyd placed a significant emphasis on fostering and improving the nonprofit's culture. Recognizing the importance of a supportive and inclusive work environment, he initiated various initiatives aimed at promoting teamwork, empathy, and mutual respect among staff members.

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Dr. Lloyd actively encouraged open communication channels and implemented regular feedback mechanisms to ensure that every team member felt valued and heard. Through team-building exercises, workshops, and mentorship programs, he sought to nurture a culture of continuous learning and personal growth within DOVE. Once the team was in collaborative problem-solving mode, they were able to identify programmatic changes that have the potential for significantly improving service to clients while also saving cost and stress, and these recommendations have been embraced by the Board.

Results and Impact

Under Dr. Lloyd's interim leadership, DOVE is experiencing a transformative period characterized not only by enhanced operational efficiency and cash flow, but also by a revitalized organizational culture. The emphasis on fostering collaboration, empathy, and mutual respect has strengthened interpersonal relationships and promoted a sense of unity and solidarity among team members. The presence of a skilled, professional interim leader also significantly reduced the stress level and time-commitment of the Board and is allowing them to focus on the future of the organization.

Dr. Lloyd's approach to culture improvement has had a profound impact on DOVE's organizational dynamics, laying the foundation for sustained growth and resilience in the face of challenges. The collaborative efforts between DOVE, IES, and Dr. Lloyd exemplify the transformative power of effective interim leadership in driving organizational change and advancing social impact initiatives.