

## Helix: From Challenge to Triumph



### The Challenge: Learning from Legacy

[Helix Human Services](#), with a legacy spanning over a century, faced a critical leadership juncture. John Pappas, head of the board of directors and deeply connected through generations of family history with Helix, identified the urgent need for operational and financial improvements. The challenge was not only organizational but carried the weight of Helix's historical significance to the community.

### The Opportunity: Pivoting to the Future

Turning to Interim Executive Solutions (IES), Pappas sought guidance for a seamless transition from the former executive director to new leadership. The collaborative effort with IES aimed to address both operational and financial challenges within the organization, both of which were prohibiting Helix's growth and expansion of its mission. The opportunity lay in leveraging the extensive network IES offers and finding the finite expertise needed to navigate a complex transition, ensuring Helix's continued success while honoring its rich legacy.

### The Solution: The IES Network and Pinpoint Expertise

A key player in this transformative journey was IES Associate [Bruce Skyer](#), a successful nonprofit executive with extensive experience in many critical growth areas, which included finance and operations—both critical to Helix's pivot. Skyer's decision to transition to the interim executive space underscored his commitment to leveraging his expertise for Helix's benefit. His strategic acumen and problem-solving skills became instrumental in laying the groundwork for a successful leadership transition. The strategic interim placement was driven by in-depth finance and organizational strategy work, both aligning with Helix's mission and their commitment to the community.

### The Results: A Refocus on the Mission

Skyer's integral role in supporting the board of directors and addressing organizational needs demonstrated the ethos of people helping people, mirroring Helix's core mission. Mark Paglia, assuming the executive director role, seamlessly continued the journey guided by Skyer's strategic pathway. The ongoing collaboration beyond the transition period showcased the enduring impact of IES. Pappas expressed satisfaction, stating, "IES provided the expertise needed to navigate this crucial moment for Helix. We are better off as an organization because of their, Bruce, and Mark's work." The relationship between IES and Helix stands as a testament to transformative power of professional interim leadership, with the results reflected in sustained impactful leadership and a foundation for positive change.

**Nonprofit Transition Professionals: Getting You to What's Next**

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