

Interim Executive Solutions: Short-Term Interim Leadership, Long-Term Organizational Impact



Interim Executive Solutions (IES) strengthens nonprofits by providing experienced leaders who work inside organizations, typically as Interim Executive Directors*, for a limited period of time to assess organizational needs, build internal capacity, execute priorities, provide peace of mind and pave the way for the next permanent leader. We get you to what's next.

Leadership changes, while potentially turbulent and stressful for Board and staff alike, can be opportunities to reassess organizational strengths and challenges, review progress towards strategic priorities, reengage staff and Board in support of an organization's mission, and focus on the key actions that are essential to achieving that mission.

Why Hire an Interim Executive Director?

Following a long-time leader, or when staff turnover and dissatisfaction increase and/or the Board and funders are not getting the information or outcomes they need or expect, it may be time for professional help. Whether planned or unplanned, transitions in leadership provide a narrow window during which a nonprofit can evaluate the degree to which the goals of the Board, the needs of the staff and the desired outcomes for the intended clients and other stakeholders are being met.

An effective, well-trained professional interim leader will:

- Assess the culture, develop rapport and build trust,
- Hear and process multiple perspectives on an organization's current situation,
- Stabilize the organization and address current challenges,
- Provide an objective assessment of current operations and governance,
- Partner with Board leadership to establish short-term priorities to strengthen the organization,
- Empower and support the leadership team, staff, and Board to implement high impact short-term actions,
- Use their knowledge of organizational needs and culture to inform the search process,
- Smooth the transition to a new leader and increase the probability of their long-term success.

Interim Executive Solutions

We are business and nonprofit professionals dedicated to strengthening the nonprofit sector by assisting organizations to increase their productivity and impact. Interim Executive Solutions is led by five partners, each with extensive experience as leader in both the for-profit and nonprofit worlds: Sarah Bingman Schott, Chris Dame, David Harris, Barbra Kavanaugh and Frank Reece. Together with our team of associates, we bring broad experience as well as specialized expertise that can be accessed as needed by nonprofit organizations throughout the Northeast and beyond.

How We Work

Prior to an engagement, Interim Executive Solutions learns about the organization, its current situation, its needs, any concerns of the Board and key staff members, and any specific hopes for the period of interim leadership. During this process we confirm whether the organization has sufficient resources to compensate an interim for the time needed onsite to meet these expectations. We then select candidates from our team of professionals who have the appropriate background, temperament, and availability to fill the interim role, and arrange candidate interviews with key Board Members and staff to establish the best fit.

Once one of our professionals is selected, a Partner Liaison is assigned to support the Interim Executive Director's work throughout the engagement. We check in regularly with the Interim and our client to ensure the assignment is meeting the needs of the organization and, where appropriate, we provide specialized expertise to supplement internal capabilities.

During the engagement our professionals work to build an environment where diversity is celebrated, employees know they are valued and belong, and the organization is clear about, focused on, and accountable for the mission.

Interim leaders report regularly to the Board on their assessment of the organization and the priorities that need to be addressed. They undertake appropriate actions to strengthen the operations of the organization, and partner in the search process providing input as to the requisite skills and knowledge that would be valuable in their next executive leader.

Outcomes and Impact

At the conclusion of an engagement, we expect to have stabilized the organization, strengthened staff, built system capacity and created an attractive opportunity for the next chief executive by laying a foundation for them to be able to achieve sustainable long-term impact. We communicate regularly throughout the interim engagement to ensure we are achieving the established goals, and we follow up once the Executive Director is hired to make the transition as smooth as possible. We are also available beyond our engagement to provide consultation, mentoring, facilitation and other support as needed.

***Other roles**

While IES Associates typically assume the role of Interim Executive Director, our professionals can also act as Interim COOs to support an Executive Director in their transition into or out of an organization, or as Interim CFOs or Development Directors to specifically strengthen key functions within an organization.

Contact Us

For a free consultation, or to learn more about our services and professionals, email us at info@interim-exec.org, or call 1-855-INT EXEC (1-855-468 3932).

We Get Nonprofits to What's Next

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