

**Joan Garry**  
**Founder, Nonprofit Leadership Lab**

Wednesday, November 22, 2023 - 1:00 to 2:00 p.m.

Leadership transitions are the most vulnerable period during an organization's tenure. And they are notorious for creating tremendous anxiety among staff, board members, donors, and volunteers, especially if it's a long-tenured leader.

Having a cohesive, up-to-date succession plan is not only best practice, it's critical to your organization's longevity. Joan Garry presents her five good ideas to conduct any leadership transition with ease and announce confidently to the world that your organization is built to last.

Joan Garry is an internationally recognized champion for the nonprofit sector and a highly sought-after executive coach for CEOs of some of the nation's largest organizations. An author, blogger, and founder of the Nonprofit Leadership Lab, Joan has helped hundreds of thousands of nonprofit board and staff leaders become five star managers, communicators, and the inspiring ambassadors their organization need and deserve.



## Five Good Ideas

- 1. Don't wait:** The average Executive Director (ED) tenure is six years, and the search can take four to seven months minimum.
- 2. Plan for a two- or (gasp!) three-year intentional process:** Enough talk about what happens if the ED suddenly disappears. EDs don't care to think about suddenly disappearing.
- 3. Don't call it succession planning:** Let's call it "organizational readiness" and reduce anxiety.
- 4. Invest in board leadership:** What will the board do when the person in charge is the one who is leaving?
- 5. Hold your outgoing ED accountable:** Build a list of high-level program priorities for the ED.



## Resources

- Nonprofit Leadership Lab template: [Two-year executive director succession plan timeline](#)
- Joan Garry's book [Guide to Nonprofit Leadership: Because the World Is Counting on You](#)
- Blog post: [The five keys to an effective succession plan](#)
- Nonprofits are Messy podcast: [Episode 191: How to Build Amazing Work Relationships \(with Michael Bungalow Stanier\)](#)
- Book by Alan Broadbent and Franca Gucciardi: [You're It! Shared Wisdom for Successfully Leading Organizations from Both a Seasoned and a First-Time CEO](#)

## Special offer to join the Nonprofit Leadership Lab

Inside Joan Garry's Nonprofit Leadership Lab – serving 5,000 leaders of small and medium-sized organizations (including Canada) – members get the tools and support they need to create a succession plan and more.

Receive a [special offer of 25% off](#) your first year when you become a member.



# Five Good Ideas Podcast

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## FIVE GOOD IDEAS

PRACTICAL STRATEGIES FOR NON-PROFIT SUCCESS

Edited by **ALAN BROADBENT AND RATNA OMIQVAR**

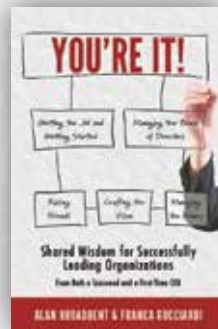
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Once you become CEO, the success or failure of your organization is all up to you: *You're It!*



Franca Gucciardi



Alan Broadbent

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