



## Senior Management Transitions-Are You Ready to Fill a Gap in Leadership?

### What's trending in nonprofit leadership?

- Despite predictions of the widespread retirement of baby boomers from their executive leadership positions, only **10%** of nonprofit leaders actually retired in recent years.
- Organizations are realizing the need for new leadership in order to meet today's new challenges.

### What has kept long-term leaders from moving on?

- Intense commitment to the organization; concern that there's no one to replace them.
- The lack of leadership development with the organization.

### How does a lack of leadership development within an organization impact an organization?

- Senior leaders and other staff members take their talent to other organizations that have greater promise of growth; low staff morale among those left behind.
- High financial and opportunity costs are generated by staff turnover.
- New challenges are not met without a diverse approach of new ideas.

### What are the proactive steps to increase the leadership pipeline within an organization?

- **Develop an Emerging Leaders Pipeline – Invest in Your Organization's Talent**
  - Identify the *stars* on your staff who are potential leaders.
  - When hiring at any level, seek individuals with leadership traits.
  - Focus on positions with stretch opportunities
  - Provide adequate coaching and mentoring of emerging leaders
  - Develop training programs to grow discreet skills
- **Support the long-term leader in his/her graceful exit:**
  - have a celebratory event recognizing her/his accomplishments;
  - provide life coaching and financial consulting; incorporate a retiree plan

### Start now to ensure that leadership transition will strengthen your organization by fostering:

- an adaptable and flexible organizational structure,
- a culture open to new ideas and change, and
- a pipeline of emerging leaders.

**THE BASIS OF A STRONG LEADERSHIP SUCCESSION PLAN  
IS YOUR ORGANIZATION'S ABILITY TO DEVELOP EMERGING LEADERS!**

**LET'S CONTINUE THESE CONVERSATIONS REGARDING THE EMERGING LEADERSHIP PIPELINE**

Presented by: Audrey Winkler, Principal    OMG! Organizational Management Group    (973) 951-7802

[awinkler@omgconsulting.org](mailto:awinkler@omgconsulting.org)

[www.omgconsulting.org](http://www.omgconsulting.org)