



# RAISE THE BAR CONSULTING



## Interim & Transitional Leadership

Our Interim Executive Service helps you raise your bar by placing a certified professional as your temporary leader while you search for a permanent one. We serve in all capacities, from the simple “we just need someone for a few months to cover the basics” all the way to providing deep organizational and leadership support.

A professional interim executive offers a unique skill set and offers your board the opportunity to pause, plan, course correct, and grow. Our team includes former executives and professionally trained and certified interim executive leaders, available to serve as your Professional Interim Executive Leader and Authorized Official for an agreed-upon length of time.

We work with your Board of Directors to assess the state of your organization, handle day-to-day operations, tackle turnaround work if needed, discover your longer term needs in an executive, help ready your organization for their next leader, and help you to search for and onboard your new permanent leader when the time is right.

## How it works

Our Professional Interim Executive service offers a four-step process to move your organization through transition: Discovery and Assessments, Crisis Response and Team Support, Alignment, Executive Search and Onboarding.



### 1. Discovery.

Every project starts with you. When we serve as your Professional Interim Executive, we start by learning more from your Board about what is working and what

needs improvement. Then we learn about the concerns of your staff, volunteers, and other constituents so we can identify and implement the best strategies to move your organization forward. Finally, we conduct an initial operations survey to get a quick pulse on the strength of your administrative systems.

Our next big step is to conduct a full organizational assessment – a deep dive discovery into understanding your organization that identifies key issues that need immediate resolution prior to onboarding your new permanent executive. We utilize the Nonprofit Lifecycles Framework, SWOT Analysis, and industry-leading leadership assessments to provide your organization with an in-depth report of the current state of affairs.

Because we never vie for your permanent position, you can trust that our recommendations are transparent, candid, objective and balanced. Our only goals are to help you pause, strategize, stabilize and ready yourself for new leadership and an amazing future.



### 2. Crisis Response and Team Support

Some organizations are healthier than others and some are stronger in certain areas..

From the moment we join your team, we roll up our sleeves to help in any capacity a permanent executive would serve – and more. Our team includes six professionals trained in crisis and/or disaster response, who have served with local, domestic, and international organizations in that capacity.

If your organization is facing an immediate crisis, whether it's a loss of a staff member, the realization that you have a big operational problem that needs attention immediately, or the need to shift response overnight to meet your mission work, we can help. And of course, if there's an urgent matter, we help address this first. Our team will support your organization



during times of transition because we understand the connection between strong, healthy leadership and overall success.

In short, we create calm from the chaos, all while amplifying your organization's impact.



### 3. Alignment

We put your organization on a path to a greater tomorrow.

After we complete your assessment, we strategize with your Board on the next steps to align your organization with your mission. If you decide that you need help with strategic planning, visioning, operational turnaround, or readiness, we can make this happen and get it to work for you. This is the phase where we offer strategic planning and visioning or get to work in "fixing" areas of core operations, including intricate human resource, revenue, finance and 501(c)3 status situations.

A few examples of the projects we've led as interim executives include: strategic planning, IT server and support migrations, finance outsourcing, benefits and insurance changes, financial audits, IRS and/or legal issue resolution, staffing realignments, fundraising readiness, fundraising campaign implementation, systems improvements, staff support, and merger/acquisition discovery. Furthermore, during that time, we work with your Board to develop stronger leadership and to ensure that the Board and internal team are aligned and share a common vision for the future.

We work to leave your organization in better shape than we found it and set up your new executive for success. We don't fix what isn't broken or reinvent the wheel, but we can and do handle some of the onerous stuff so that your new executive can focus on building the trust and relationships needed to move your vision forward.



### 4. Executive Search & Onboarding

We help you grow, transition, and flourish.

When your team is ready, we can work with you to lead your executive search. Our executive search services are custom and boutique in nature. Our transitional leader now knows your organization - its strengths and its needs - better than almost anyone. We work with your Board to find an executive who your Board trusts, who will work in alignment with your vision, and who has the proven skillset to get you where you want to go. Our search services are particularly effective because we understand nonprofit organizations and their needs, and we help find an executive who will provide the right balance of leadership, management, and tactical skills you need for success. Once chosen, we help to onboard your new leader and step out of the way as quickly as possible to allow them to lead and shine.



#### Helpful Tips

- Every organization is unique, and your organization may not need our team to focus on every area mentioned above. We customize our work to meet your needs, and we remain flexible to pivot or respond should something arise that you didn't anticipate.
- Our comprehensive service saves your precious resources. Rather than engaging different consultants for strategic planning, program development, communications, fundraising, interim coverage, and executive search, we can do it all. We yield results quickly and for far less than what it would cost to handle all of these projects separately. If and when we need to scale up to serve you, we bring more of our associates into key projects to help.
- Affordable and practical, our interim services cost about the same as what you've already budgeted in executive compensation.
- We offer 2-, 3-, 4- or 5-day support weekly, in in-person, remote or hybrid formats.
- Our interim executives are available for local, nationwide, or global placements.

