



## OMG Center for Collaborative Learning

Evaluation, Strategic Research & Planning, Philanthropy & Capacity Building

### April 2010

This E-Broadcast is a service of the OMG Center for Collaborative Learning as part of the Pew Fund Capacity Building Program. It provides useful resources and information on capacity building topics, as well as information on upcoming deadlines for potential and current Pew Fund Capacity Building awardees.

### Resources on leadership development for succession planning

A 2006 study notes that three out of four nonprofit executives planned to leave their positions within five years (see "Daring to Lead 2006," below), and few discuss succession planning with their boards. Pew Fund Capacity Building resources can help organizations by supporting "leadership development for succession planning," one of the Program's five award areas. Funds can be used to help plan for and implement strategies for the development of new leaders and/or leadership transitions through identification of leadership needs, development of internal leadership capacity, and executive leadership succession planning and recruiting. This E-Broadcast highlights resources available for those considering work in this area.

#### Resources available online:

Daring to Lead 2006: A National Study of Nonprofit Executive Leadership  
[www.meyerfoundation.org/downloads/4DaringtoLead2006d.pdf](http://www.meyerfoundation.org/downloads/4DaringtoLead2006d.pdf)

The Nonprofit Sector's Leadership Deficit  
[www.bridgespan.org/WorkArea/linkit.aspx?LinkIdentifier=id&ItemID=944](http://www.bridgespan.org/WorkArea/linkit.aspx?LinkIdentifier=id&ItemID=944)

Selections from the Executive Transition Monograph Series funded in part by the Casey Foundation and the Evelyn and Walter Haas, Jr. Fund. [Click here for the entire series.](#)

Building Leaderful Organizations: Succession Planning for Nonprofits  
[www.aecf.org/~media/Pubs/Other/B/BuildingLeaderfulOrganizationsSuccessionPlann/Buiding%20Leaderful%20Organizations.pdf](http://www.aecf.org/~media/Pubs/Other/B/BuildingLeaderfulOrganizationsSuccessionPlann/Buiding%20Leaderful%20Organizations.pdf)

Capturing the Power of Leadership Change: Using Executive Transition Management to Strengthen Organizational Capacity  
[www.aecf.org/upload/PublicationFiles/PB3622H312.pdf](http://www.aecf.org/upload/PublicationFiles/PB3622H312.pdf)

Founder Transitions: Creating Good Endings and New Beginnings  
[www.aecf.org/upload/PublicationFiles/LD2928K642.pdf](http://www.aecf.org/upload/PublicationFiles/LD2928K642.pdf)

#### Books and journal articles:

Axelrod, Nancy R. *Chief Executive Succession Planning: The Board's Role in Securing Your Organization's Future*. Washington, DC: BoardSource, 2002.

Collins, Mary Ellen. "Next! How to Plan for and Ensure a Smooth Transition When Your Organization's Leader Departs." *Advancing Philanthropy*, Vol. 14, No. 3. May/June 2007.

Hinden, Denice R. and Tebbe, Don. "Managing Executive Leadership Transitions in Nonprofits." *Public Manager*, Summer 2003, pp. 16-18.

Jones, Karen Gaskins. "Preparing an Organization to Sustain Capable Leadership." *Nonprofit Quarterly*, Vol. 14 (Spring 2007). pp. 69-71.

Weisman, Carol and Goldbaum, Richard I. *Losing Your Executive Director Without Losing Your Way: The Nonprofit's Guide to Executive Turnover*. Jossey-Bass, 2004.

Wolfred, Tim. *Managing Executive Transitions: A Three-Phase Guide for Nonprofits*. St. Paul: Fieldstone Alliance, 2004.

## Upcoming events

We're looking for one more set of panelists (a representative from a Pew Fund Capacity Building awardee and consultant) for an upcoming panel discussion about how to work successfully with a consultant. If your organization has *completed* a Pew Fund Capacity Building project that included a good working relationship with a consultant, and you are interested in being a part of the panel, please contact Justin Piff, Project Coordinator, at [justin@omgcenter.org](mailto:justin@omgcenter.org).

## Additional information

The deadline for submission of a letter of inquiry (LOI) to apply for a Pew Fund Capacity Building Award is Friday, April 16<sup>th</sup>. Check our website for more information: [www.omgcenter.org/pcbp.shtml](http://www.omgcenter.org/pcbp.shtml)

The OMG Center invites nonprofit organizations to apply to the Robert Wood Johnson Foundation Evaluation Fellowship Program for Retooling Professionals. It is a one-year fellowship, which diversifies the evaluation field by providing individuals from under-represented groups with skills and training to be advocates for evaluation and to begin to evaluate their organization's effectiveness. [Click here](#) for more information about eligibility and how organizations can apply.

Previous capacity building E-Broadcasts can be found on our website: [www.omgcenter.org/pcbp\\_res.shtml#ebroadcasts](http://www.omgcenter.org/pcbp_res.shtml#ebroadcasts)