

Executive Transition Management: Leadership Change Survey

What will the leadership of your nonprofit look like in five years?

Central Texas nonprofit executives were surveyed to find out how long they expect to remain in their position and where they will go if they leave.

Of the 233 responses from nonprofit executives, Greenlights found:

- 67% of current executives plan to leave their positions within five years
- 25% of executives plan to leave within two years
- Only 23% plan to take another executive director role as their next position
- Overall, Central Texas executives are more likely to be younger, female, and less experienced than nationally
- Fewer than half of Central Texas nonprofits have a formal succession plan

Does your nonprofit have a succession plan?

How will you manage your executive transition?

Greenlights offers a number of services to help nonprofits survive and thrive in times of leadership transitions, including:

- Placing an interim executive director to maintain high quality services
- Assessing the current organization to understand leadership priorities
- Guiding the search process through the creation of a transition committee
- Hands on guidance for your board from experienced consultants

Many thanks to the MFI Foundation for underwriting the survey and to our survey partners which include the **RGK Center at UT** and the **Capital Area United Way**.

For more information on executive transitions and Greenlights consulting services, please contact Tara Kirkland at 512.477.5955 x 262 or kirklandt@greenlights.org.