

# EXECUTIVE SEARCH & TRANSITION MANAGEMENT

The Support Center offers a comprehensive approach to finding your next key leader!

## *Redefining Executive Search*

### **TESTIMONIAL:**

Transitioning to a new executive director is never easy. It's especially challenging when the departing executive is the founder who dedicated over 16 years to the organization.

Abraham House, a South Bronx based nonprofit serving individuals and families affected by incarceration, knew that it had challenges to surmount in making this transition. So, Chairman Bob Murphy called the Support Center to inquire about our Executive Search and Transition Management Services.

It didn't take long for Abraham House's Board of Directors to see the merits of this approach to executive search transition. Within a few weeks, the Support Center referred Gilles Mesrobian, a senior fellow at the Support Center, who successfully led Abraham House through its transition period.

In the words of the Board Chair, Robert Murphy, Senior Vice President, ABC News: This philosophy allows an organization to take the time it needs to adjust to change. For us, it brought a level of quality, experience, and professionalism, that we would not have been able to find on our own.

The process educated the entire organization in ways and over a period of time that made it quite powerful. I'm convinced that had we gone immediately to a search and picked a permanent director, we would not have been as successful. Our organization was not in a position to accept the changes a new leader would bring."

### **Managing your transition with the Support Center will:**

- Stabilize the organization during transition
- Reduce staff turmoil
- Reduce funder and donor anxiety and increase their engagement
- Increase board effectiveness and engagement
- Address financial issues
- Ensure continuity of services

### **Our Executive Transition Management Service Include:**

- Succession Planning
- Comprehensive Executive Search
- Interim Executive Leadership
- Executive and Board Coaching

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