



Institute for Conservation
LEADERSHIP

Managing Leadership Transitions

Maryland Land Conservation
Conference

June 8, 2017



Carol Hamilton

**Institute for Conservation Leadership
Senior Associate**

Today's Agenda

Transitions

Executive Leadership Transition Management

Action Planning

The numbers

43% of organizations had to fill
a C-Suite position in the past 2 years*

The numbers

9% of executives turnover every
year

The numbers




■ Outside ■ Internal

Today's Agenda

Transitions

Executive Leadership Transition Management

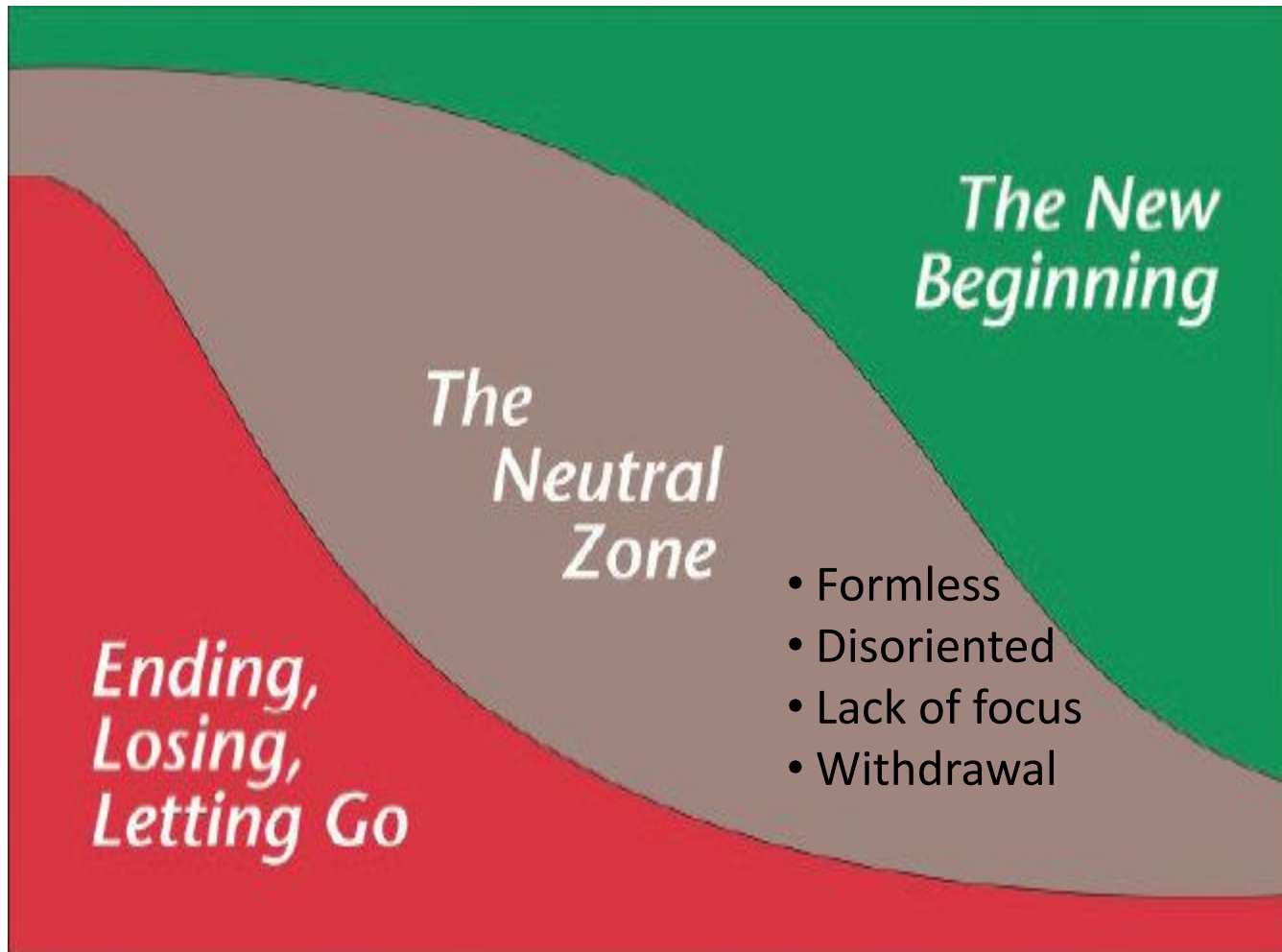
Action Planning



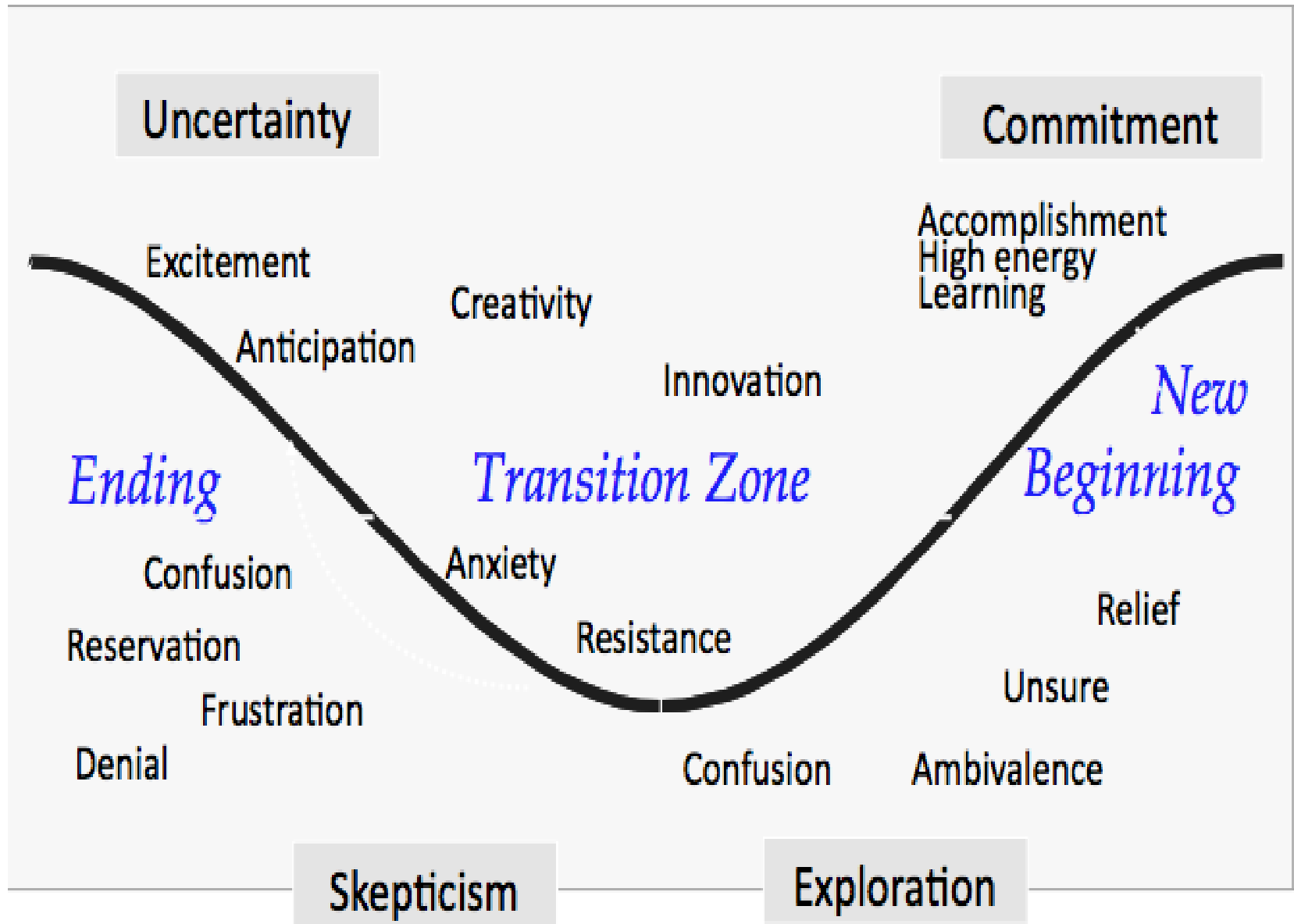
**Tell me about a
time when you
managed a
transition well**

**What worked well?
What could have
been better?**

Transition Model



Managing Change: New Beginning Phase



**What did you
notice about
your transition
compared to the
model?**



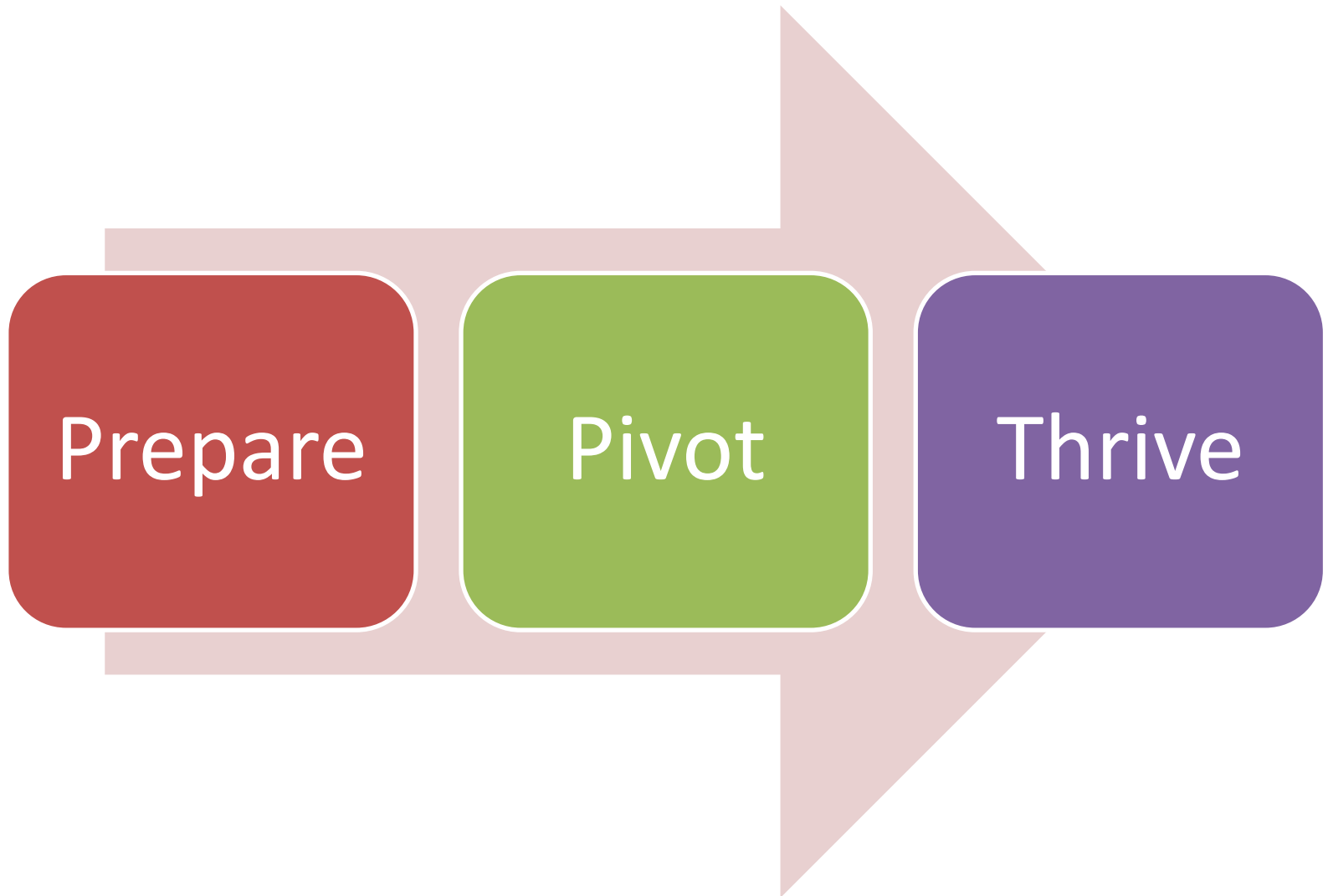
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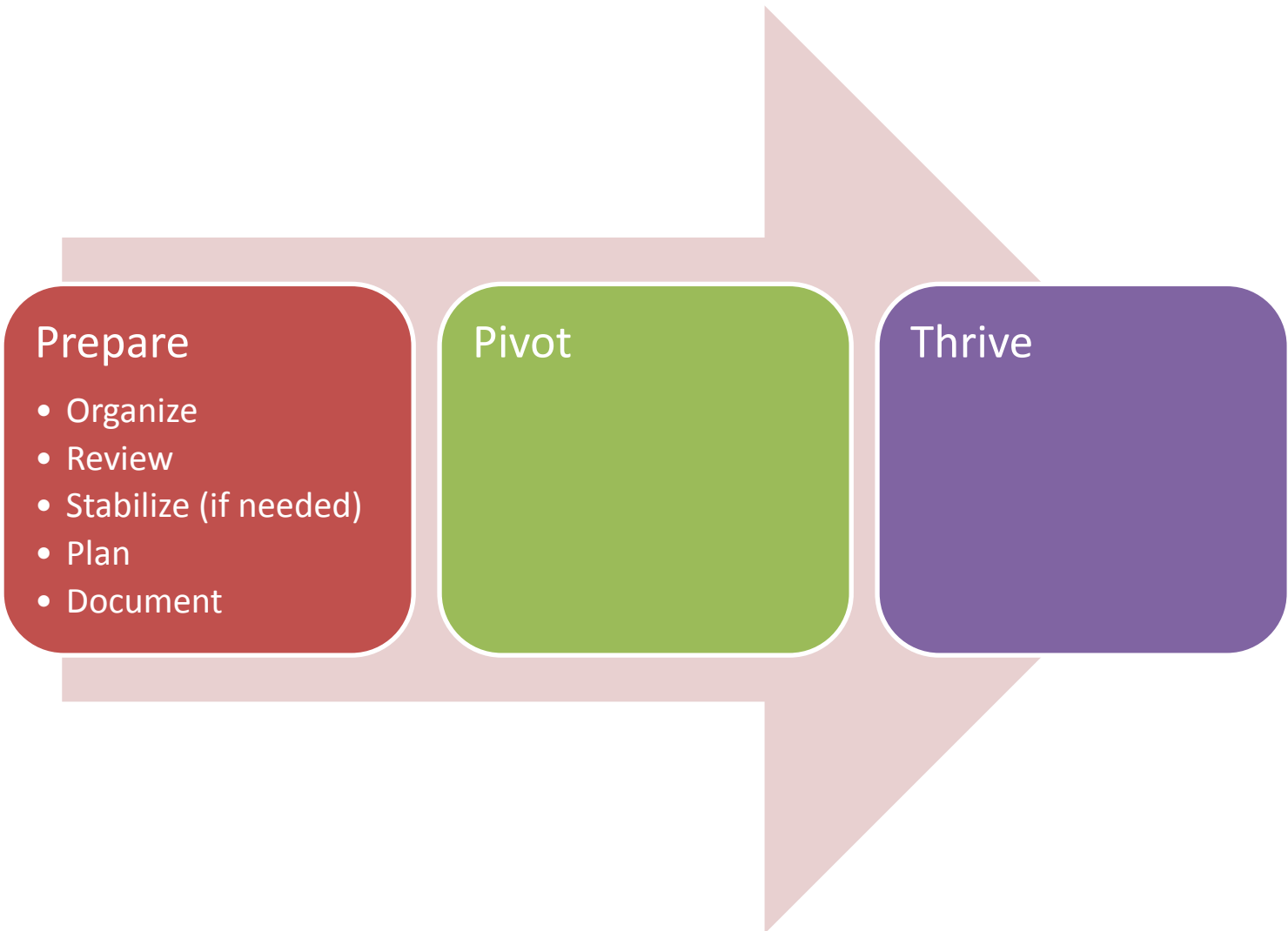
Executive Leadership Transition Management

Action Planning

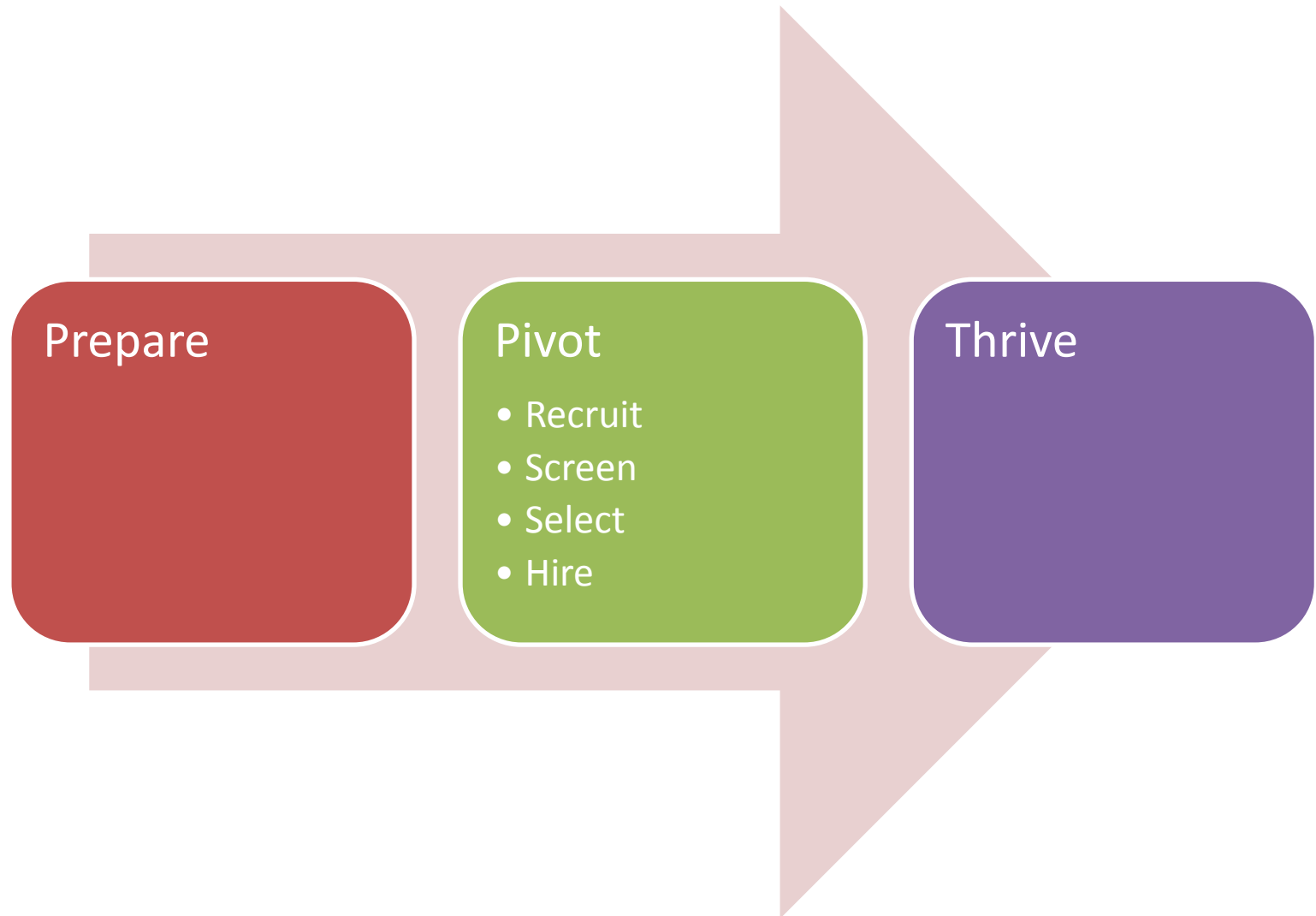
Leadership transition process



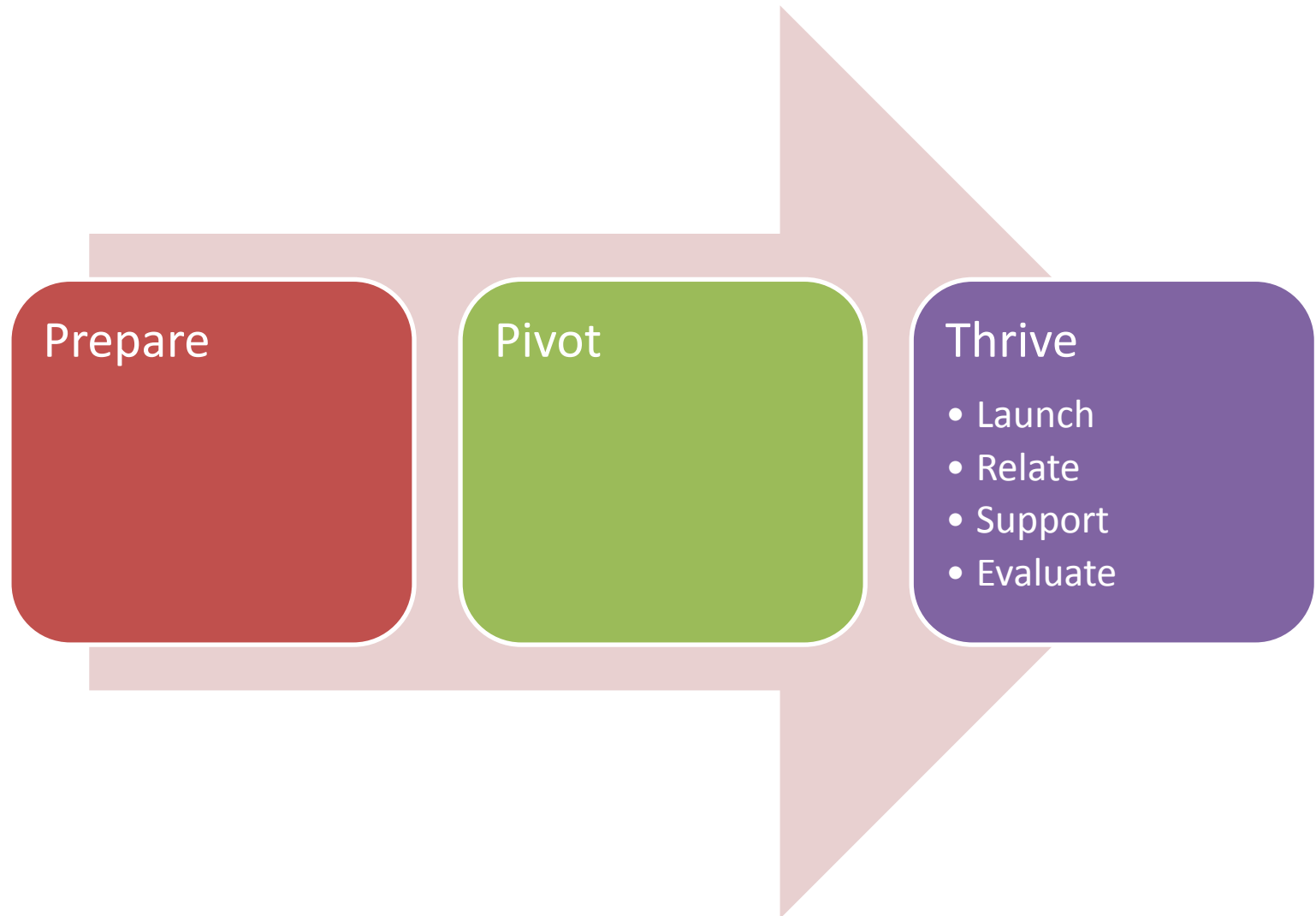
Leadership transition process



Leadership transition process



Leadership transition process



Case for an Interim Director

- ✓ Objective Review
- ✓ Specialized Skills and Expertise
- ✓ Creating Separation
- ✓ Fresh Vision
- ✓ Potential Mentor to new ED
- ✓ Avoiding rush to hire



- Photo by Sangudo

Leadership transition process

Prepare

- Organize
- Review
- Stabilize (if needed)
- Plan
- Document

Pivot

- Recruit
- Screen
- Select
- Hire

Thrive

- Launch
- Relate
- Support
- Evaluate

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Photo by Michael

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Photo by Jen Collins