

*Achieve Excellence!*

## Leadership Development



The mission of Alford Group Executive Search (AGES) is to improve the quality of life by strengthening the not-for-profit community through excellence in staffing solutions. For over 30 years our team has exclusively served the not-for-profit market. Past work and volunteer experience, coupled with continuing education and consulting gives AGES the expertise and ability to deliver our services to all segments of the not-for-profit sector, including arts, aging services, education, religion, health care, community-based service agencies, associations and foundations. We have successfully placed over 200 candidates in all aspects of leadership.

Leadership Development was developed as a solution for organizations who have hired an executive director on their own rather than in partnership with professional search counsel. AGES is proud to offer this service to position your organization's new leader to deliver superior organizational performance.

To minimize the risks associated with leadership transitions, it is of critical importance that the board and new staff leader have mutually-understood and clearly-defined expectations and goals. Bringing a comprehensive knowledge of not-for-profit executive effectiveness, we will work with Board and staff leaders to build the leadership capabilities necessary to be successful. This service is perfect for staff that may be new to an executive role and/or hired less than six months ago. It can be tailored to meet your needs.

### Process

- Review all existing materials related to the hiring process and evaluation of the position.
- Interact (via interviews and discussions) with members of the Board and the Executive Director.
  - Meet with Board leaders to develop consensus around expectations of the new hire.
  - Meet with the Executive Director to gain a thorough understanding of skills and competencies.
- Review information/data; synthesize conversations; produce deliverables.

### Deliverables

- Prioritize deliverables and measurable accomplishments that define success for the new hire.
- Develop a plan to integrate the new staff leader into the organization (onboarding if necessary)
- Identify realistic development opportunities for the executive director's first year that can be described in measurable steps of progress involving skill development beyond basic competencies.
- Provide recommendations for managing, appraising, supporting and retaining the new hire.
- Provide a tool to use in evaluating performance at the 12 month point.

