



ESC's Interim Executive Director Training

Learning Objectives

By the end of the two-day training, candidates will:

- Understand the executive transition process: the specific roles of the Interim ED, Board, and transition consultant and how they interact during this process.
- Recognize the challenges presented and the necessary skills and perspective required to be an effective Interim leader – from contracting with an organization to closing out an Interim ED engagement.
- Understand how to handle the *emotional aspects* of an organization undergoing an executive transition and how to deal with staff and board dynamics, conflicts and anxieties during this time.
- Know practical strategies for securing Interim ED positions, including how to position yourself as an Interim ED through the interview, contracting and goal-setting processes.
- Understand the ESC Interim ED referral process and the guidelines and expectations for Interim EDs referred by Executive Service Corps.

Selected Training Elements

- *ESC's Executive Transition model – three phases (preparing, search, post-hire)*
- *Transition types and implications of each for the Interim ED*
- *Unique features of Interim role vs. permanent Executive Director role*
- *Change agent*
- *Entry behavior – setting it up for success*
- *Working relationship with board and staff*
- *What changes are appropriate to make during the transition time*
- *Leaving practices*
- *Positioning as an Interim ED*
- *Concluding the Interim Assignment*
- *Relationship with ESC*

Other Benefits

Members of the trained ESC Interim ED referral pool have opportunities for continuing learning, peer exchange, support from experienced Interim EDs, additional resources and more.

For more information or an application, contact iedp@esc-chicago.org or call (312) 870-5804.