



AFFILIATING WITH THIRD SECTOR COMPANY: A Professional Community A National Movement

**Third Sector Company Is Proudly
One of the Largest Organized Private-Sector
Professional Communities in North America
Dedicated to the Advancement of Interim Executive
Management, Succession Planning, and Leadership
Continuity for Nonprofit Organizations**

Since 2002, The Third Sector Company, Inc. has trained and formed community with over 200 independent professionals in Southern California, Western Canada, the Desert Southwest, and the Pacific Northwest who have chosen to align their career aspirations with a common brand and a common purpose: *Fostering a continuity of voluntary and professional leadership for the nonprofit sectors of the United States and Canada.*

As a result of this combined effort, over 600 nonprofits have benefitted from the synergy generated by Third Sector Company affiliates over fourteen years of learning programs who work together in five areas of capacity-building practice: Succession planning workshops and consultations, interim executive and development management engagements, volunteer-led search, executive support, peer mentoring and executive performance planning and review.

Third Sector Company is a social enterprise that mobilizes a community of independent practitioners with a corporate infrastructure of contracted administrative support, and a regiment of common practices and prescribed protocols that aspire to be the standards by which others emulate in developing nonprofit interim management practices and capacity-building services.

WHY SHOULD I CONSIDER AN AFFILIATION & LICENSURE?

There are many reasons why an independent practitioner might consider aligning specific programs of his or her private practice with a professional community. Our experience has shown that the leading reasons are:

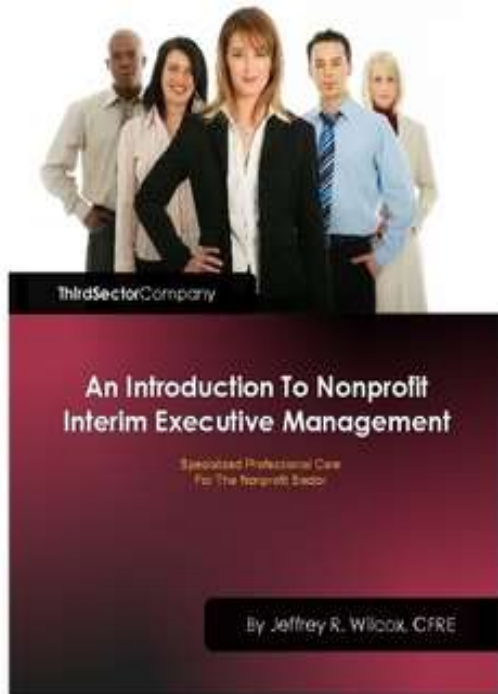
- **Affiliation with a branded practice adds credibility** because of the collective reputations and successes of professionals who have also chosen to affiliate with one another in defined areas of practice.
- **Affiliation creates a community of professionals** who proudly share a brand, as an added value to their own practice, representing standards of quality in capacity-building services delivered in a team-based approach.
- **Affiliation provides access to referrals for business as an independent practitioner** while providing income opportunities in the five common areas of practice covered by affiliation and licensure.
- **Affiliation creates a peer learning and support network** for guidance and support during client engagements as well as using practices aimed at managing risk and reducing professional liability.
- **Affiliation affords access to professional services** from vendors approved by participating practitioners.
- **Licensure of intellectual property alleviates any risk of copyright infringement** by other authors while guaranteeing a consistent message and approach to capacity-building efforts for nonprofit organizations.
- **Affiliation creates avenues to on-going training and teaching opportunities** with licensed rights to usage in key topics of nonprofit leadership using intellectual property developed and copyrighted by Third Sector Company

WHY THIRD SECTOR COMPANY?

Third Sector Company was one of the first private-sector initiatives in the country to take on the imminent nonprofit leadership transition challenge and predicted future talent void as its primary business focus. It was started by grantmaking and nonprofit professionals in Southern California as a second career opportunity, independent practice enhancement, and professional development opportunity which quickly spread to other local communities for support their local practitioners.



Third Sector Company offers its licensed affiliates distinct benefits that few others can match.



- ✓ **Participation in a non-exclusive community** which allows maximum flexibility to enjoy the benefits of professional community participation without compromising private practices.
- ✓ **Recognized affiliation in a national movement** that advocates for leadership continuity planning, human capital development and succession as vital to the nonprofit sector'
- ✓ **Comprehensive training and practitioner manuals** that outline protocols for interim executive and development management;
- ✓ **Nonprofit succession planning manuals, training and consultation opportunities** to support private practitioners to add this line of service to their menu of client services;
- ✓ **Assigned senior advisors** to provide on-going support and guidance to affiliated professionals in interim executive engagements.
- ✓ **A regimented client service support program** which includes complimentary access to Third Sector Company's acclaimed Board Chairs Academy and access to iCAT organizational assessments.
- ✓ **On-going professional development** in leadership continuity capacity-building services and nonprofit board development.
- ✓ **Referrals to a practitioner's private practice** in designated sub-specialty fields of service identified by community practitioners.
- ✓ **Referral income** for bringing business to Third Sector Company.
- ✓ **Access to national opportunities** when needed or specialized resources are unavailable locally.
- ✓ **Participation in a national network** of peers.
- ✓ **A peer-based approach to business development** and affiliate selection to cultivate a culture of creating income for everyone and not promoting a culture of competitive vendors serving the community.

Additionally, affiliates have advancement opportunities to senior advisor level which includes additional access to compensation. Third Sector Company is one of the few organizations to present awards for outstanding outcomes in the practice of strategic transitional leadership including its annual "Interim of the Year" award.

Third Sector Company has documented experience and favorable references in all nine forms of interim executive management for nonprofit organizations which includes the highly specialized fields of court-appointed interim management, newly created executive and chief operating officer positions, leave of absence interims, experimental leadership positions, organization closure, and mergers/acquisitions.

WHAT ARE THE NEXT STEPS & AFFILIATION REQUIREMENTS?

The process for becoming a candidate for affiliation and licensure is a thoughtful process with respect to the men and women who have decided to align their reputations and brands with others. The steps to candidacy and community participation are as follows:

- ✓ *Completion of an interim self-assessment*
- ✓ *Participation in a peer interview process*
- ✓ *Submission of application and references*
- ✓ *Signature of the Community Guidelines and Practices Agreement*
- ✓ *Regular attendance at quarterly all-affiliate gatherings*
- ✓ *Involvement in a peer work group*
- ✓ *Completion of 30 hours of training during the first year of affiliation at a cost of \$360 including interim training, Board Chairs Academy and Nonprofit Succession Planning*
- ✓ *Maintain annual affiliation participation at a cost of \$180 per year following the first year*



For a complete, Interim Executive Recruitment Portfolio:

Visit Third Sector Company online at www.ThirdSectorCompany.com, email us at conciierge@ThirdSectorCompany.com
Or call a senior consultant for affiliate recruitment and relations in:

Southern California at (562) 484-8281, Sacramento at (916) 738-9146 or in the Pacific Northwest at (206) 799-1942
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