

The Interim Executives Academy represents nearly two decades of Third Sector Company's experiences in developing, testing, and refining interim management tools, service protocols, leadership models, and training curricula to support interim leaders of nonprofit organizations, associations, and congregations. Over an eight-week period, the Interim Executives Academy offers a deep-dive immersion experience that includes lectures, cameo presenters and roundtable discussions. At the conclusion of the Academy, participants will be awarded a certificate of completion and badge. The Academy experience includes the following comprehensive package of support services:

- **Interim Academy Learning Sessions** held weekly for eight weeks using ZOOM technology to connect aspiring and practicing interims to engage in ten and half hours of curricula using Third Sector Company's six-phase approach to methodical interim leadership.
- **Interim Executives Roundtables** provide an opportunity for Academy participants to engage with class members and other interims from across the country in facilitated discussions featuring guest experts on specific topics related to strategic transitional leadership.
- **Interim Executives Information-Exchange** offers an "open mic" and generative approach to discussing interim leadership questions and experience in real-time. Each session is based on topics submitted by the participants.
- **Interim Executives Academy LinkedIn Group** is an invitation-only social media forum for Academy registrants and alumni to post questions, participate in discussions and access Academy materials.
- **Interim Executives Professional Directory** which allows Academy graduates to post their resume for six months on the Interim Executives Academy website for prospective employers to easily access information about the credentials and interests of prospective interim leaders.

THE INTERIM EXECUTIVES ACADEMY SCHEDULE FOR 2020-2021

12 Hours of Online Instruction in Eight Learning Sessions, Participation in Three Interim Roundtables, Invitations to Open Dialogue Interim Information Exchanges, nearly 150 Pages of Interim Management Materials, Certificate of Completion, Iconic Badge, LinkedIn Group Participation and Six Months Complimentary Resume Posting

Choose from Four Academy Series during 2020 and 2021 – All Times Shown are in the West Coast/Pacific Time Zone

Class #7 – Sept 8 to Oct 27 Tuesday Mornings - 8:30 to 10:00AM	Class #8 – Nov 2 to Dec 21 Monday Afternoons - 3:30 to 5:00PM	Class #9 – Jan 5 to Feb 23 Tuesday Mornings - 8:30 to 10:00AM	Class #10 – Mar 1 to Apr 19 Monday Afternoons - 3:30 to 5:00PM
Interim Academy Learning Sessions September 8, 15, 22, and 29 October 6, 13, 20 and 27	Interim Academy Learning Sessions November 2, 9, 16, 23 and 30 December 7, 14 and 21	Interim Academy Learning Sessions January 5, 12, 19 and 26 February 2, 9, 16 and 23	Interim Academy Learning Sessions March 1, 8, 15, 22 and 29 April 5, 12 and 19
Interim Roundtables – Wednesdays September 16, October 7 and 21 10:30AM to 12:00PM	Interim Roundtables - Wednesdays November 4 and 18, December 2 and 16 10:30AM to 12:00PM	Interim Roundtables - Wednesdays January 6 and 20, February 3 and 17 10:30AM to 12:00PM	Interim Roundtables - Wednesdays March 3 and 17, April 7 and 21 10:30AM to 12:00PM
Interim Information Exchange – Mondays September 21 and October 12 10:30AM to 12:00PM	Interim Information Exchange – Mondays November 9 and December 7 10:30AM to 12:00PM	Interim Information Exchange – Fridays January 29 and February 26 10:30AM to 12:00PM	Interim Information Exchange – Fridays March 26 10:30AM to 12:00PM

Interim Executives Academy Eight Learning Sessions

AN INTRODUCTION TO INTERIM LEADERSHIP: Understanding the Strategic Nature of Transitional Leadership

The first session explores the attributes of the practice of professional interim management including the history of transitional leadership, the nine faces of interim management today, the contrast of interim leadership versus consulting, the six phases of interim leadership, the eleven protocols of interim management, and the attributes an interim leader offers as a capacity-building intervention for nonprofit organizations, associations and congregations.

THE ENGAGEMENT PHASE: Negotiating the Interim Engagement and Relationship

Some of the most important decisions an interim will make take place prior to accepting the position. The second session of the Academy explores the job description of an interim leader, the critical interviewing and hiring processes, assessing the position, creating a Scope of Work, key elements of the employment letter and the first day.

THE DIAGNOSTIC PHASE: Assessing the Organizational Landscape

One of the key elements of a strategic interim engagement is conducting the organizational sessions. In this session, participants will discuss completion of an agency inventory, critical elements of an organizational assessment, leading an assessment process using a transitional team approach, and the key indicators of financial health of a nonprofit organization.

THE PLANNING PHASE: Charting a Course of Action for Incremental Strategic Transitional Leadership

Interim leaders continuously demonstrate a mastery of short-term incremental planning. The fourth session introduces a planning model for interims to plan their work in 90-day intervals plus the use of a dashboard tracking system, and creation of a Picture of Success

THE INTERVENTION PHASE: Advancing the Interim Executive as Innovative Disruptor

During the interim executive engagement, a transitional leader has a rare opportunity to appropriately question organizational culture and help a nonprofit organization to go through a unique process of evolution. During this session, participants will look at how to plan and facilitate interventions aimed at fundraising, board relations and institutional racism.

THE SUCCESSION PHASE: Creating a Continuity of Leadership and Executive Search

The sixth session of the Academy outlines an executive search process and the roles of the interim in supporting search as well as developing a culture of leadership continuity in the organization including board succession planning, senior executive succession planning and adopting succession policy.

THE PIVOT PHASE: Staging the Successful Departure and Successor Onboarding

The ending of an interim executive engagement must be carefully coordinated so that a legacy of leadership is in place that helps the successor to succeed. In this session, participants will discuss strategies for concluding an engagement, ways to support the successor and the organization with an onboarding process and what to include in an effective evaluation process that gives the interim meaningful feedback as a result of the engagement.

THE FACILITATIVE LEADER: Practicing a Style that Evolves People and Organizations to Reach Their Potential

The culmination of the Academy is a time for each participant to put learning theory to work. Participants will have an opportunity review their learning from the Academy, apply the principles using small group case studies, and to discuss the leadership qualities that set strategic interim leaders apart from other forms of management. We end the Academy celebrating interim executive management as a new artform for affecting lasting organizational transformation.

FOR FIRST-TIME ACADEMY REGISTRANTS FOR THE EIGHT-WEEK SERIES:

Eight Academy Learning Sessions and Three Roundtables, access to the Interim Information-Exchange, 140 Pages of Interim Materials in PDF Format, LinkedIn Access and Six Months of Biography Posting
Applications for scholarship are available

\$595

FOR RETURNING ACADEMY ALUMNI REGISTRANTS FOR THE EIGHT-WEEK SERIES:

Eight Academy Learning Sessions and Three Roundtables, access to the Interim Information-Exchange, 140 Pages of Interim Materials in PDF Format, LinkedIn Access and Six Months of Biography Posting

\$195

FOR INTERIM COACHING CUSTOMERS FOR THE EIGHT-WEEK SERIES To Supplement the Coaching Process

\$395

INDIVIDUAL REGISTRATION: Interim Executives Academy Single Session (For Academy Alumni Only)

\$45

INDIVIDUAL REGISTRATION: Interim Executives Roundtable (Beginning January 1, 2021 – Complimentary During 2020)

\$25

Third Sector Company, Inc. is committed to advancing diversity, inclusion, equity, and access as foundational to its programs. We acknowledge and honor the fundamental value and dignity of all people; and we pledge our individual and organizational efforts to build respect, dignity, caring, and equitable treatment for all. As an organization, we are committed to transforming the world into one that promotes social justice and freedom from oppression, including but not limited to, racism, sexism, classism, heterosexism, ageism, and ableism. Thus, we aim to be adaptable, actively anti-racist, embracing cultural differences, and to be accessible for people who are differently resourced and differently abled. Since we do not want financial hardship to be a barrier to participation, there are several seats reserved in each of our fee-based programs for confidentially awarded scholarships. We encourage those from historically underserved communities to apply.

Prices and Information as of August 1, 2020

