

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 16 hours of content presentation and cameo speakers, 6 hours of topical roundtable discussions with interims from throughout the United States and Canada, and 3 hours of peer-generated discussion. At the conclusion of the Academy, participants who have attended at least 7 of 8 sessions will be awarded a certificate of completion, an electronic badge for resumes and social media, access to the alumni LinkedIn Group, and ongoing support from Third Sector Company as a professional interim executive leader. 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 in sixteen 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 North America 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.

## THE INTERIM EXECUTIVES ACADEMY SCHEDULE FOR 2021

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

<b>Class #9 – Feb 2 to Mar 23</b> Tuesday Mornings 8:30 to 10:30AM	<b>Class #10 – Apr 5 to May 24</b> Monday Afternoons – 1:00 to 3:00PM	<b>Class #11 – Sept 14 to Nov 2</b> Tuesday Mornings 10:00AM to 12:00PM	<b>Class #12 – Nov 1 to Dec 20</b> Monday Afternoons – 1:00 to 3:00PM
<p><b>Interim Academy Learning Sessions</b> February 2, 9, 16, 23 March 2, 9, 16, 23</p> <p><b>Four Interim Roundtables – Wednesdays</b> February 3 and 17, March 3 and 17 10:30AM to 12:00PM</p> <p><b>Two Interim Info Exchanges – Fridays</b> February 26 and March 26 10:30AM to 12:00PM</p>	<p><b>Interim Academy Learning Sessions</b> April 5, 12, 19, 26 May 3, 10, 17, 24</p> <p><b>Four Interim Roundtables - Wednesdays</b> April 7 and 21, May 5 and 19 10:30AM to 12:00PM</p> <p><b>Two Interim Info Exchanges – Fridays</b> April 30 and May 28 10:30AM to 12:00PM</p>	<p><b>Eight Interim Academy Learning Sessions</b> September 14, 21, 28 October 5, 12, 19, 26 November 2</p> <p><b>Four Interim Roundtables - Wednesdays</b> September 15, October 6 and 20, November 3 10:30AM to 12:00PM</p> <p><b>Two Interim Info Exchanges – Fridays</b> September 24 and October 29 10:30AM to 12:00PM</p>	<p><b>Eight Interim Academy Learning Sessions</b> November 1, 8, 15, 22, 29 December 6, 13, 20</p> <p><b>Four Interim Roundtables - Wednesdays</b> November 3 and 17, December 1 and 15 10:30AM to 12:00PM</p> <p><b>Two Interim Info Exchanges – Tuesdays</b> November 23 and December 21 10:30AM to 12:00PM</p>

## COMPLIMENTARY INTERIM EXECUTIVE ACADEMY INFORMATION SESSIONS

To Learn More about the Academy, You Are Invited to Attend a 30-Minute Overview and Orientation

<b>Wednesday, Jan 20</b> 12:00 to 12:30PM	<b>Wednesday, March 17</b> 12:00 to 12:30PM	<b>Wednesday, August 18</b> 12:00 to 12:30PM	<b>Wednesday, October 20</b> 12:00 to 12:30PM
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## 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 interim's most important decisions 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 diagnostics. 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: The Six Critical Impact Areas of Interim Executive Leadership**

During the interim executive engagement, a transitional leader has a rare opportunity to 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 key interventions aimed at program excellence, fundraising, financial efficiency, employee culture, board relations, and diversity intentionality.

### **THE INTERVENTION PHASE: The Interim Executive as Innovative Disruptor to Advance Racial Equity**

Building on the previous discussion about strategic interventions, participants will take a deeper dive into how to plan and facilitate key interventions aimed at institutional racism.

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

The seventh 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.



#### **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 Group Access and Six Months of Biography Posting

**\$595**

*(Applications for scholarship are available)*

#### **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 Group 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 Roundtable**

**\$15**

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.