

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 discussion about recent nonprofit research studies. 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 Research to Practice Forum** presents the latest research conducted in the nonprofit sector with targeted discussion about its impact on the practice and advancement of interim leadership.

## THE INTERIM EXECUTIVES ACADEMY SCHEDULE FOR 2021-2022

*All Times Shown are in the Pacific Time Zone*

<b>Class #11 – Oct 5 to Nov 23</b> <b>Tuesdays - 10:00AM to 12:00PM</b>	<b>Class #12 – Feb 7 to Mar 28</b> <b>Mondays – 1:00 to 3:00PM</b>	<b>Class #13 – May 2 to June 27</b> <b>Mondays - 10:00AM to 12:00PM</b>	<b>Class #14 – Oct 3 to Nov 21</b> <b>Tuesdays – 1:00 to 3:00PM</b>
<p><b>Eight Interim Academy Learning Sessions</b> October 5, 12, 19 and 26 November 2, 9, 16 and 23</p> <p><b>Two Interim Roundtables</b> October 6 and November 3 Wednesdays - 10:30AM to 12:00PM</p> <p><b>Two Interim Research to Practice Forums</b> October 20 and November 17 Wednesdays - 10:30AM to 12:00PM</p>	<p><b>Eight Interim Academy Learning Sessions</b> February 7, 14, 21 and 28 March 7, 14, 21 and 28</p> <p><b>Two Interim Roundtables</b> February 9 and March 9 Wednesdays - 10:30AM to 12:00PM</p> <p><b>Two Interim Research to Practice Forums</b> February 23 and March 23 Wednesdays - 10:30AM to 12:00PM</p>	<p><b>Eight Interim Academy Learning Sessions</b> May 2, 9, 16 and 23 June 6, 13, 20 and 27</p> <p><b>Two Interim Roundtables</b> May 11 and June 8 Wednesdays - 10:30AM to 12:00PM</p> <p><b>Two Interim Research to Practice Forums</b> May 25 and June 22 Wednesdays - 10:30AM to 12:00PM</p>	<p><b>Eight Interim Academy Learning Sessions</b> October 4, 11, 18 and 25 November 1, 8, 15 and 29</p> <p><b>Two Interim Roundtables</b> October 12 and November 9 Wednesdays – 10:30AM to 12:00PM</p> <p><b>Two Interim Research to Practice Forums</b> October 26 and November 30 Wednesdays - 10:30AM to 12:00PM</p>

## COMPLIMENTARY INTERIM EXECUTIVES ACADEMY INFORMATION SESSIONS

To learn more about the Academy, you are invited to attend an Overview, Orientation and Discussion Session and stay for an Interim Executives Roundtable program with our compliments.

<b>Wednesday, August 18</b> 9:30AM to 10:30AM	<b>Wednesday, December 1</b> 9:30AM to 10:30AM	<b>Wednesday, April 13</b> 9:30AM to 10:30AM	<b>Wednesday, September 14</b> 9:30AM to 10:30AM
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**For Online Registration:** <https://interimexecutivesacademy.com/upcoming/>

**For More Information:** [concierge@thirdsectorcompany.com](mailto:concierge@thirdsectorcompany.com)

## Interim Executives Academy Eight Learning Sessions

### **AN INTRODUCTION TO INTERIM LEADERSHIP: Understanding the Strategic Nature of Transitional Leadership (Session One)**

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 (Session Two)**

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 (Session Three)**

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 (Session Four)**

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 (Sessions Five and Six)**

During an 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. The Interventions Phase encourages participants to look at how to plan and facilitate key interventions aimed at program excellence, fundraising, financial efficiency, employee culture, board relations, and diversity intentionality.

### **THE SUCCESSION PHASE: Creating a Continuity of Leadership and Executive Search (Session Seven)**

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 (Session Eight)**

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.



*Please Note that Tuition Prices Will Be Increasing for the First Time Beginning in 2022*

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

Eight Academy Learning Sessions, Three Interim Roundtables, Two Research to Practice Forums  
140 Pages of Interim Materials in PDF Format and LinkedIn Group Access

**\$595 in 2021 and \$695 in 2022**  
*(Applications for scholarship are available)*

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

Eight Academy Learning Sessions, Three Interim Roundtables, Two Research to Practice Forums,  
140 Pages of Interim Materials in PDF Format and LinkedIn Group Access

**\$195 in 2021 and \$295 in 2022**

#### **FOR INTERIM COACHING CUSTOMERS FOR THE EIGHT-WEEK SERIES** To Supplement the Coaching Process/Fees

**\$395**

#### **FOR INTERIM EXECUTIVES PLACED BY THIRD SECTOR COMPANY** to Support the Interim While Engaged

No Charge

*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.*