

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, 3 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 Executive Roundtables**, a monthly facilitated discussion with class members and Academy alumni about specific topics related to strategic transitional leadership
- **Interim Research to Practice Forums**, a bi-monthly presentation of current research studies from nonprofit sector with discussions about the implications for interim interventions
- **Interim Scenario Labs**, a bi-monthly situational analysis and discussion based on real-time experiences of transformational interim leaders

INTERIM EXECUTIVES ACADEMY SCHEDULE FOR 2022

All Times Shown are in the Pacific Time Zone

SPRING ACADEMY Class #12 – Feb 7 to Mar 28 Mondays – 1:00 to 3:00PM Pacific	SUMMER SCHOOL FOR INTERIMS Class #13 – June 2 to July 21 Thursdays – 8:00AM to 10:00AM Pacific	FALL ACADEMY Class #14 – Oct 4 to Nov 22 Tuesdays – 10:00 AM to 12:00PM Pacific
<p>8 Academy Learning Sessions February 7, 14, 22* and 28 March 7, 14, 21 and 28 <i>*Session on Tuesday Feb 22 due to Federal Holiday Monday Feb 21</i></p> <p>5 Continuing Education Programs <i>Wednesdays - 10:30AM to 12:00PM</i></p> <p>Interim Research to Practice Forum – February 16 Interim Executive Roundtable – Feb 25, Mar 2 and April 6 Interim Scenario Lab – March 9</p>	<p>8 Interim Academy Learning Sessions June 2, 9, 16, 23 and 30 July 7, 14, and 21</p> <p>3 Continuing Education Programs: <i>Wednesdays - 10:30AM to 12:00PM</i></p> <p>Interim Research to Practice Forum – June 15 Interim Executive Roundtable – July 6 Interim Scenario Lab – July 20</p>	<p>8 Interim Academy Learning Sessions October 4, 11, 18 and 25 November 1, 8, 15 and 22</p> <p>4 Continuing Education Programs <i>Wednesdays - 10:30AM to 12:00PM</i></p> <p>Interim Research to Practice Forum – October 19 Interim Executive Roundtable – October 5 and November 2 Interim Scenario Lab – November 16</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.

<p>Wednesday, April 6, 2022 9:30AM to 10:30AM</p>	<p>Wednesday, September 7, 2022 9:30AM to 10:30AM</p>	<p>Wednesday, December 7, 2022 9:30AM to 10:30AM</p>
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For Online Registration: <https://interimexecutivesacademy.com/upcoming/>

For More Information: 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.



ACADEMY TUITION PRICES

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

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

\$695

(Applications for scholarship are available)

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

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

\$295

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.