

The Interim Executives Academy represents more than 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, topical roundtable discussions with interims from throughout the United States and Canada, and presentation of recent research conducted in the nonprofit sector that intersects with strategic transitional management.

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.

INTERIM EXECUTIVES ACADEMY SCHEDULE FOR 2023

All Times Shown are in the Pacific Time Zone

SPRING ACADEMY Class #15 – Feb 7 to Mar 28 Tuesdays – 10:00AM to 12:00PM Pacific	SUMMER SCHOOL FOR INTERIMS Class #16 – June 1 to July 27 Thursdays – 10:00AM to 12:00PM Pacific	FALL ACADEMY Class #15 – Oct 3 to Nov 21 Tuesdays – 10:00 AM to 12:00PM Pacific
<p>8 Academy Learning Sessions February 7, 14, 21 and 28 March 7, 14, 21 and 28</p> <p>5 Continuing Education Programs Interim Research to Practice Forum – February 15 National Interim Executives Roundtable – March 8 Interim Execs Office Hours Open Space – Feb 14 and Mar 14 Affiliating with Third Sector Company – March 21</p>	<p>8 Academy Learning Sessions June 1, 8, 15, 22 and 29 July 13, 20, and 27</p> <p>Continuing Education Programs Interim Research to Practice Forum – June 21 National Interim Executives Roundtable – July 12 Interim Execs Office Hours Open Space – June 8 and July 13 Affiliating with Third Sector Company – July 20</p>	<p>8 Interim Academy Learning Sessions October 3, 10, 17, 24 and 31 November 7, 14 and 21</p> <p>Continuing Education Programs Interim Research to Practice Forum – October 19 National Interim Executive Roundtable – November 8 Interim Execs Office Hours Open Space – Oct 10 and Nov 7 Affiliating with Third Sector Company – Nov 14</p>

COMPLIMENTARY INTERIM EXECUTIVES ACADEMY INFORMATION SESSIONS

To learn more about the Academy, register to attend an Overview, Orientation and Discussion Session and meet some of the Academy Faculty

<p>Wednesday, January 4, 2023 10:00AM to 11:00AM Pacific</p>	<p>Wednesday, May 3, 2023 10:00AM to 11:00AM Pacific</p>	<p>Wednesday, September 6, 2023 10:00AM to 11:00AM Pacific</p>
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For Online Registration: <https://interimexecutivesacademy.com/upcoming/>

For More Information: [Joan Baumgartner Brown, Senior Strategist, jbrown@thirdsectorcompany.com](mailto:Joan.Baumgartner.Brown@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 and Continuing Education Events
140 Pages of Interim Materials in PDF Format and LinkedIn Group Access
Complete Manual Available for Additional Purchase & Shipping

\$795

(Applications for scholarship are available)

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

Eight Academy Learning Sessions and Continuing Education Events
140 Pages of Interim Materials in PDF Format and LinkedIn Group Access
Complete Manual Available for Additional Purchase & Shipping

\$295

(Applications for scholarship are available)

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.