

# Leadership Transitions

## What Can I Do Today?

- Ask about an organization's succession plans (emergency and 5 year) on your grant application or during a site visit. Let them know this is an important element of an effective and strategic organization and that you value the preparation and investment in younger talent.
- Consider adding a question about leadership training and succession planning on the common grant application.
- As a board member, encourage your board to address the issue with your executive director— especially for cases of emergency leave.
- Fund leadership training opportunities for the executive director and/or leadership team of an organization you are funding as a further investment.
- Refer the executives of organizations you fund to local programs for training. Give them a grant to pay tuition or fee.
- Make resources available for non profit executives. Purchase extra copies of leadership studies and send them to your foundation's beneficiaries.