



CREATING SYSTEMS CHANGE FROM THE INSIDE OUT

Creating Better Outcomes for Candidates of Color



Equipping Your Team: Creating Better Practices

Since the murder of George Floyd, almost every organization has made explicit overtures in their determination to hire racially diverse leadership. Since the Supreme Court ruling, almost every organization has reassessed its commitment to racial diversity. As executive search advisors, you are in a unique position. You execute a process on behalf of your client **and** your client looks to you for guidance and advice. Find your team's values and voice in giving your clients the best guidance that will create better outcomes for candidates of color. We'll cover the following:

- Understanding where we stand as individuals - an exploration of how comfortable team members are talking about race and equity, and work on getting more comfortable
- Understanding the experience of candidates of color - we'll look at research, examine internal practices and narratives, and build shared values around racial justice and shared outcomes
- Building shared practices - here's where team members practice different scenarios where they can use their role as advisors to guide clients and candidates in a way that is based in long term candidate success

The above can be done in person or virtually, and the content can be delivered over one day or over a period of time.



Hiring a CEO: Deep Preparation

One of the main roles of any Board of Directors is to hire a CEO. Take your Board and Hiring Committee's ability to understand and prepare for a healthy and successful transition to the next level. Beyond the scope of executive search firms or consultants, this kind of deep preparation will explore and align your Board and Hiring Committee's values both during the search process and after a candidate has been selected.

3 Facilitated Hiring Committee sessions:

- personal values to collective values during the hiring process,
- developing a process to keep fidelity to values; and
- setting the Board and the CEO up for success

3 Individual coaching sessions with Board Chair

3 Individual coaching sessions with members of the Hiring Committee



Board Chair & CEO: From Good Habits to Good Intentions

The Board Chair/CEO relationship is the single most important relationship in any mission-driven organization. Organizations are vulnerable during times of CEO or Board Chair transition. Almost everyone who enters one of these leadership roles, especially within mission-driven organizations, has the best intentions to bring the breadth of their commitment, talent, and to either of these roles. It is not enough to leave this critical relationship to chance or “chemistry”. **Go from good intentions to good habits in building a nourishing and productive relationship that builds a strong foundation for organizational success.**

6 Individual Coaching Sessions with Board Chair

6 Individual Coaching Sessions with the Executive Director

6 Joint Sessions Facilitating Relationship Building and Agenda Setting



Get Started

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