



## **LEADERS ASSEMBLY 2018: THE PURSUIT OF EXCELLENCE** **March 18-20, 2018 in Baltimore, MD**

A Session for Lay Leaders: On-Boarding for Success  
Monday, March 19 from 5:00PM-6:30PM

### **SESSION PRESENTER(S):**

Aliza Mazor, UpStart

### **SESSION DESCRIPTION:**

When the search is over and you hire a new Camp Director, everyone heaves a sigh of relief. But that is when the real work starts. Structured, intentional on-boarding ensures that new leadership receive the support they need succeed. This session will focus on aligning the expectations of the board and the new leader, creating good systems of accountability, and supporting change while maintaining excellence. If you have recently hired a new Executive; if you are in the midst of hiring process; or if you anticipate a leadership transition in the near future, this is a great session for you.

### **BIG IDEAS FROM THIS SESSION:**

Transition management is a team sport -- leaders transitioning in and out of senior roles, the board, and the entire staff have important roles to play in successfully on-boarding new leadership.

Transitions of significant leaders (founders, long-term leaders) need a 2-3 year runway.

Know your organizational moment as you plan for transitions -- are you sustaining success? facing a turnaround? managing a crisis? planning for growth?

Boards are responsible for three key elements in the on-boarding of a new Camp Director -- structured orientation, support, and assessment.

Boards should take steps to mitigate founders syndrome.

### **Next Steps:**

- share some of what you learned at this session with the rest of your board
- assess where your camp is in terms of recent and anticipated transitions
- have an honest conversation with your board about vulnerabilities to founders syndrome at the board and staff level
- create leadership development opportunities for senior staff