

Alternative leadership structures

Adams, Tom. "[The Evolution of Executive Transition and Allied Practices](#)" *Compass Point*, Mar. 2017.

Bell, Jeanne, et al. "[Five Insights from Directors Sharing Power](#)" *Nonprofit Quarterly*, 28 Mar. 2017.

Chandler, Jennifer. "[From Enterprise Risk Management to Shared Leadership: A Different Look at Succession Planning](#)" *Nonprofit Quarterly*, 10 May 2017.

Forbes, Miecha. "[Succession Planning Is Outdated: A New Approach to Managing Leadership Transition](#)" *Nonprofit Quarterly*.

Leung, Vanessa, et al. "[Embracing Alternative Leadership Structures in Nonprofit Executive Transitions](#)" *Philanthropy New York*, 18 Mar. 2021.

Valenzuela, Ananda. "[The Executive Director Job Is Impossible](#)" *Rooted in Vibrant Communities, Seattle*, 21 Feb. 2018.

Boards of Directors

BoardSource. "[Leading with Intent: BoardSource Index of Nonprofit Board Practices](#)" June 2021.

BoardSource. "[Leading with Intent: Reviewing the State of Diversity, Equity, and Inclusion on Nonprofit Boards](#)" Jun. 2021.

Garry, Joan. "[10 Ways Boards Screw Up Leadership Transitions](#)" *Joan Garry Consulting*.

Coaching

[Coaching for Everyone](#)

Economic Impact

Hammad, Ashraf, et al. "[Monterey County Nonprofit Socio-Economic Impact Report 2020](#)." *Nonprofit Alliance of Monterey County*, 21 Aug. 2020.

Equity

Le, Vu. "[10 ways to make executive leadership searches and transitions better and more equitable](#)." *Nonprofit AF*, 3 Apr. 2022.

Suarez, Cindy. "[Leaders of Color at the Forefront of the Nonprofit Sector's Challenges](#)." *Nonprofit Quarterly*, 3 Feb. 2022.

Suarez, Cindy. "[What Does an Equitable Executive Leadership Transition Look Like?](#)" *Nonprofit Quarterly*, 6 Aug. 2020.

Founding directors and succession

Tuomala, Jari, et al. "[Making Founder Successions Work](#)." *Stanford Social Innovation Review*, Spring 2018.

Interim leadership

BoardSource. "[Acting and Interim Chief Executives](#)."

Eder-Van Hook, Jackie. "[Interim Executive Management: Seven Benefits to Consider](#)." *Bridgespan*.

Fenske Bahat, Sara, and Kher, Renuka. "[The Case for a Year of Care: Shifting the Leadership Transition Narrative](#)." *Stanford Center on Philanthropy and Civil Society*, 31 Mar. 2022.

Internal vs. external hires

Ciampa, Dan. "[After the Handshake](#)." *Harvard Business Review*, Dec. 2016.

Krell, Eric. "[Weighing Internal vs. External Hires](#)." *SHRM*, 7 Jan. 2015.

Landles-Cobb, Libbie, et al. "[The Nonprofit Leadership Development Deficit](#)." *Stanford Social Innovation Review*, 22 Oct. 2015.

Larcker, David F., and Tayan, Brian. "[Internal Vs. External CEOs Research Spotlight](#)." *Stanford Corporate Governance Research Initiative*.

Leadership Development

[LEAD Institute](#)

[Impact Monterey County: Radical Transformational Leadership for Social Impact](#)

Philanthropy

Adams, Tom, and Moore, Kim. ["Philanthropy's Role in Succession Planning: How Funders Can Assist Grantee Organizations in Preparing for Leadership Change"](#) *Candid*, 2 Nov. 2007.

Peer support opportunities

[Center for Nonprofit Excellence: Tune in To Your Leadership Voice](#)

Retention/turnover

Boushey, Heather, and Glyn, Sarah Jane. ["There Are Significant Business Costs to Replacing Employees."](#) *Center for American Progress*, 16 Nov. 2012.

Building Movement Project. ["Making \(Or Taking\) Space: Initial Themes on Nonprofit Transitions from White to BIPOC Leaders"](#) *Robert Sterling Clark Foundation*, Sept. 2021.

Casselmann, Ben. ["As Workers Gain Pay Leverage, Nonprofits Can't Keep Up."](#) *New York Times*, 23 Dec. 2021.

Ebert, Sara. ["What factors contribute to successful nonprofit executive compensation strategies?"](#) *ASU Lodestar Center for Philanthropy and Nonprofit Innovation*, 27 Jan. 2021.

Le, Vu. ["It's time funders take nonprofit leadership turnover seriously."](#) *Nonprofit AF*, 10 Nov. 2019.

Work Institute, ["2020 Retention Report."](#)

Tenure

Citrin, James, et al. ["The CEO Life Cycle"](#) *Harvard Business Review*, Nov.-Dec. 2019.

Haddad, Duke, Ed.D. ["Dealing With the Nonprofit Sector's Biggest Challenge in 2019"](#) *Nonprofit Pro*, 8 Nov. 2019.

Welling, Curtis R., and Vogel Jr., John H. ["A Practical \(and Possibly Provocative\) Approach to Leadership Transitions."](#) *Nonprofit Quarterly*, 21 May 2015.

Roadmap Consulting. ["New Executive Director 90-Day Entry Plan."](#) *Strategies for Social Change*, 2016.

Toolkits

Izmailova, Sayana. ["Nonprofit Succession Planning: 50 Practical Tips."](#) *Wild Apricot*, 12 Apr. 2021.

Federal Reserve Bank of Kansas City. ["Nonprofit Executive Succession-Planning Toolkit."](#) 9 Jul. 2018.

National Council of Nonprofits. ["Succession Planning for Nonprofits - Managing Leadership Transitions."](#)

Nonprofit Sustainability Technical Assistance. ["Succession Planning Toolkit for Nonprofit Sexual Assault and Domestic Violence Organizations."](#)

Price, Nick. ["Nonprofit CEO Onboarding Checklist."](#) *BoardEffect*, 15 Oct. 2018.

Wallace Foundation. ["Strong Nonprofits Toolkit: Resources to strengthen your nonprofit financial management."](#)

Stamm, Sonia J. ["A Timeless Toolkit for Executive Succession."](#) *BoardEffect*, 31 May 2019.

Webinars

The Editors. ["Reframing Nonprofit Leadership Succession: The Ultimate Strategic Hedge Against a 'Bad CEO Hire.'"](#) *Nonprofit Quarterly*, 3 Oct. 2017.

Nonprofit Quarterly. ["Webinar Series on Executive Transitions: Critical Guidance for Boards and Executives."](#)

