

Co-CEO Planning

Staff Engagement: Key Questions and Takeaways

<p>How should staff be involved in succession?</p>	<ul style="list-style-type: none"> ● Staff should be involved with designing the job description, interviewing candidates, and hiring the ED ● Use succession as a time to get staff input on opportunities and challenges for the organization
<p>How can ProInspire center equity in a planned succession?</p>	<ul style="list-style-type: none"> ● Recognize that leadership changes shift organizational culture ● Focus on values alignment in the process itself (salary transparency, recruitment pools, candidate experience, interview process) ● Involve staff in decision-making ● Consider the Co-Director model
<p>What is the current CEO's role in a planned succession?</p>	<ul style="list-style-type: none"> ● Share potential vision that staff and new CEO can shape ● Define which responsibilities could go to a new leader and which to other roles ● Transition knowledge and relationships ● Support new leader
<p>What elements of the organizational culture and vision of equity need to be considered in an executive search?</p>	<p>Incorporate core commitments from our Leadership Model for Race Equity:</p> <ul style="list-style-type: none"> ● Explore identity by inviting candidates to bring their lived experience ● Center relationships in the process ● Align values in the approach for a search; highlight our culture around caring for self and not overworking ● Consider how transition is an opportunity to reimagine our culture and work

2022 Board /Staff Session