

# Staffing & Succession Planning for Nonprofits...

Attracting, Developing and Retaining Talent in  
Today's Environment

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spectrum  
nonprofit services

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“Leadership is about making others better  
as a result of your presence and making  
sure that impact lasts in your absence.”

— Sheryl Sandberg

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# Why?....

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## The Importance of Succession Planning

### Organizational Sustainability



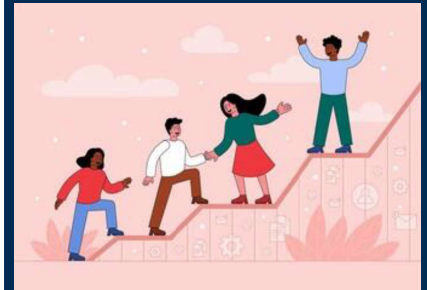
Source: [5 ways to create a strong sustainability culture | GreenBiz](#)

### Risk Mitigation



Source: [Research Integrity & Assurance | Research Operations News \(asu.edu\)](#)

### Leadership Development



Source: [Images - Browse 45 Stock Photos, Vectors, and Video | Adobe Stock](#)

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"If succession planning is crucial,  
why aren't more organizations  
implementing it?"

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Why don't organizations engage in succession planning?

**Fear**



Source: [Baba Daddy - The real me - Home - Blogs \(weebly.com\)](#)

**Time & Effort**



Source: [Aron Visuals \(@aronvisuals\) | Unsplash Photo Community](#)

**Savior Complex**

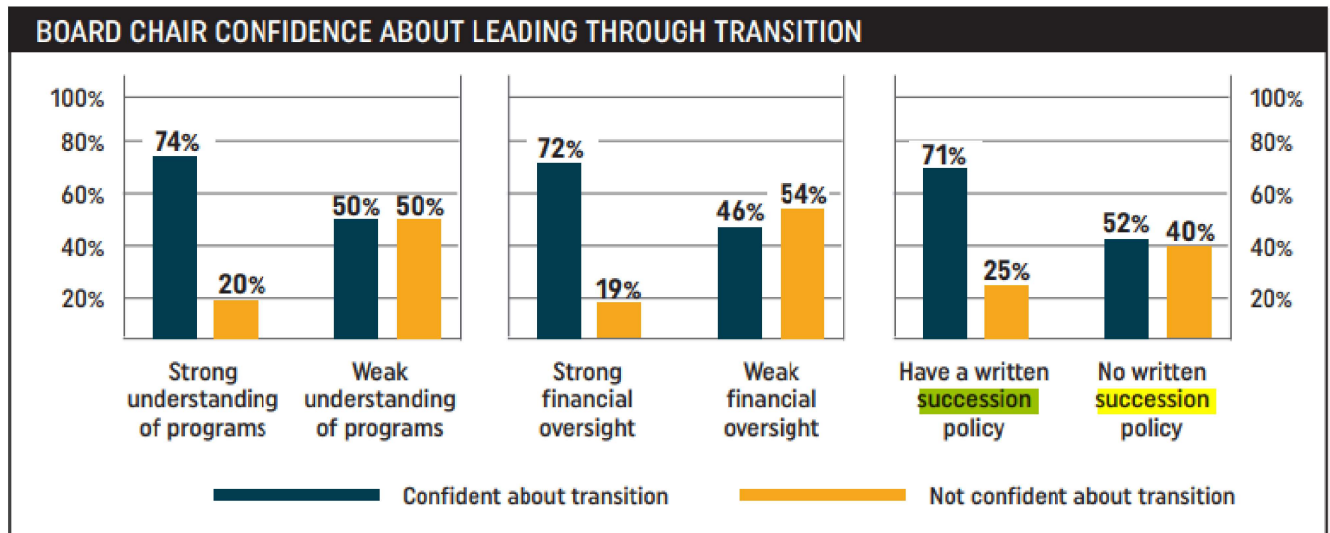


Source: [Doctorate in Educational Leadership - PhD and EdD \(educationalleadershipdegree.com\)](#)

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## But it's worth the effort

Boards generally demonstrate a high level of adoption of essential oversight practices, but any exception to these practices is notable:



Source: "Leading with Intent" 2021

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Inadequate succession planning can be a costly mistake.

Leadership isn't permanent, but with a strong succession plan, you can ensure seamless leadership transitions, reducing disruptions and preserving stability.

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# Approaches to succession planning



“Strategic Leader Development” – Forward thinking, expansion of talent undeterred by transitions

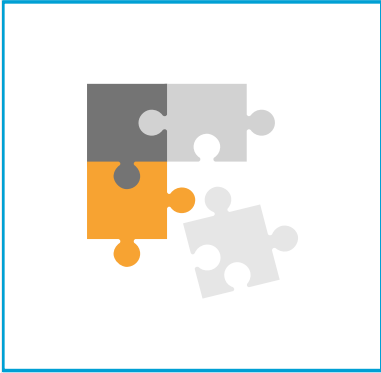


“Departure-Defined” succession planning



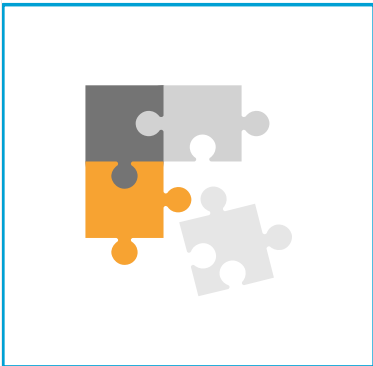
Data-Driven (decisions by data)

## Strategic Leader Development



## Strategic Leader Development

A continuous process that involves articulating an agency's **vision**, pinpointing the **essential** leadership and managerial **skills** needed to achieve that vision, and **attracting and nurturing** talented **individuals** capable of developing and embodying those skills.



## Strategic Leader Development

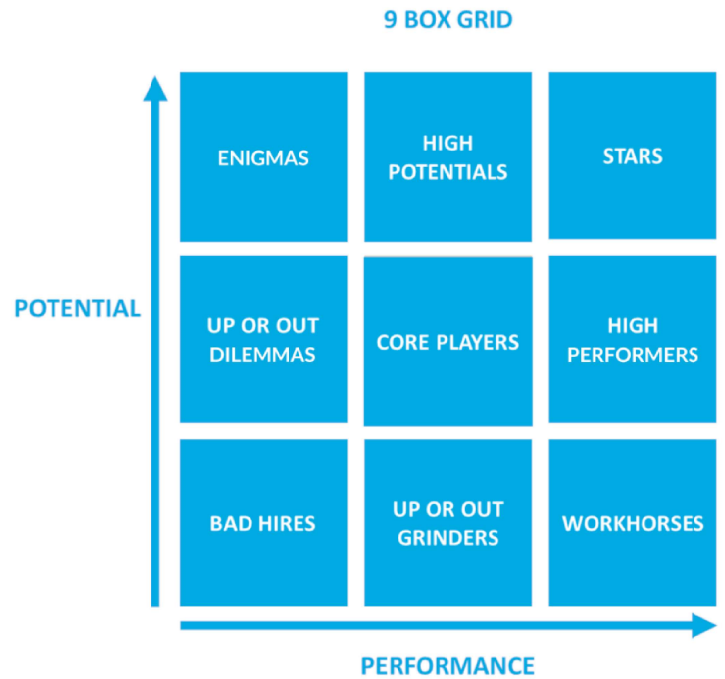
### Identify:

- Core skills, essential roles and high-potential individuals
- Invest in development resources for these individuals to **prepare and practice**
- **Reveals** current **gaps** in skillset of identified leadership/bench strength and related role requirements

### By actively engaging in these initiatives, you can:

- **Align** your aspirations with the organization's strategic objectives
- Create development **plans** to address
- **Shore up** any gaps in skills
- Position identified **talent with opportunity** to flex & lean into leadership space
- **Build** capability and competency

A tool to measure  
“potential” when  
considering staff for  
key roles.



Source: [AIHR.com](http://AIHR.com)

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Departure Defined

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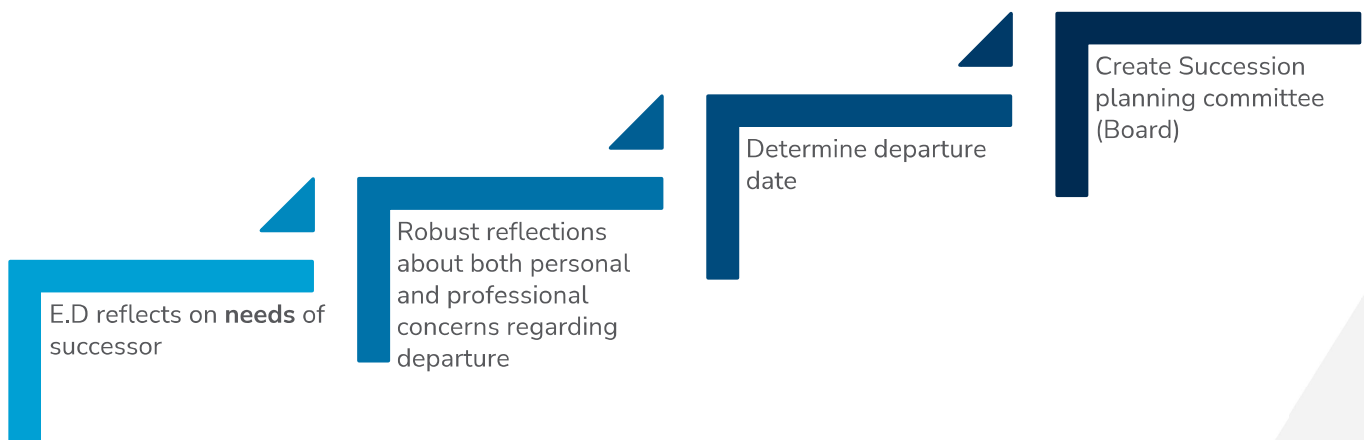
## Defined & Planned Departure

A leader announces their resignation or plans to leave or retire **in the future** (18 months-3yrs). The board of directors must approach the transition wholeheartedly for two key reasons:

1. Hiring the right executive is crucial for the organization's future success
2. Transition period presents significant opportunities for growth.

## Departure Process Outline

### Phase 1





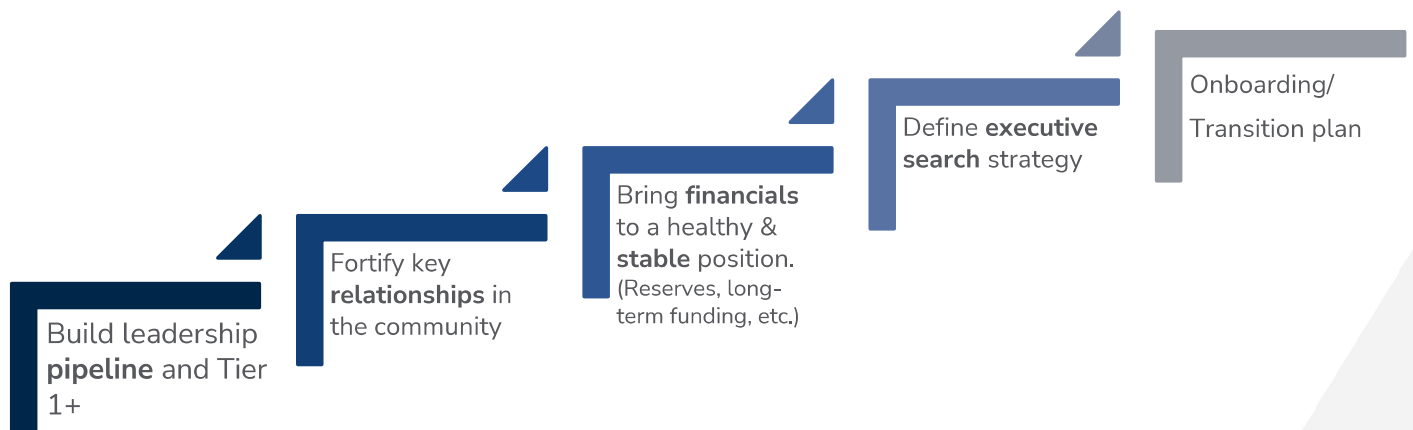
# Departure Process Outline

## Phase 2



# Departure Process Outline

## Phase 3

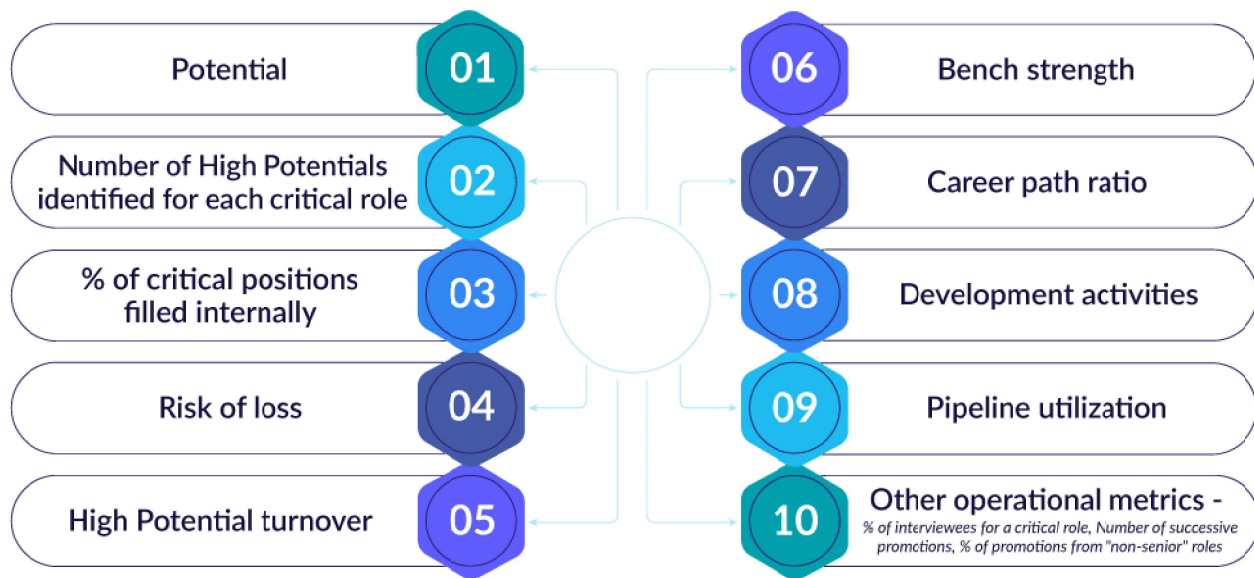


# Data Defined

## Data-driven Succession Planning

Succession Planning Metrics	Importance
Employee Performance Metrics	Identifies potential successors based on performance and skill set.
Leadership Pipeline Analysis	Identifies gaps in leadership talent and development needs.
Workforce Demographics	Analyzes workforce trends to anticipate future leadership needs.

# Succession Planning Metrics



Source: [AIHR.com](http://AIHR.com)

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## Resources



# Resources for Succession Planning

Bringing your succession plan to life

## Professional Development Programs



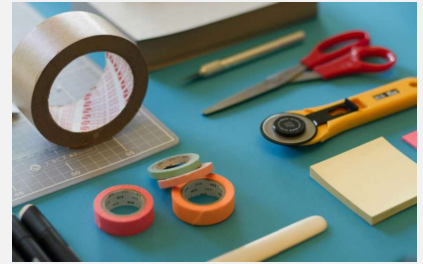
Source: [Jo Szczepanska \(@joszczepanska\) | Unsplash Photo Community](#)

## Best Practices and Case Studies



Source: [Joyce Hankins \(@moonshadowpress\) | Unsplash Photo Community](#)

## Succession Planning Tools



Source: [Brooke Cagle \(@brookecagle\) | Unsplash Photo Community](#)

## Final Thoughts...



"Succession planning is not an event but an ongoing process that requires constant evaluation and adjustment."

– John Maxwell

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Thank You!

Contact Us!

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