

# INTERIM EXECUTIVE LEADERSHIP

THE 6 PHASES & 13 PROTOCOLS OF INTERIM EXECUTIVES ACADEMY

## ENGAGEMENT PHASE

*PROTOCOL #1: THE RIGHT START*

## DIAGNOSTIC PHASE

*PROTOCOL #2: AGENCY INFORMATION INVENTORY*

*PROTOCOL #3: ORGANIZATIONAL ASSESSEMENT*



## PLANNING PHASE

*PROTOCOL #4: 90-DAY WORKPLANS*

*PROTOCOL #5: ORGANIZATIONAL DASHBOARD*

*PROTOCOL #6: COMMUNITY RELATIONS STRATEGY*

## ALIGNMENT PHASE

*Pursuing excellence in the key areas of ...*

- WORK CULTURE OPTIMIZATION
- FISCAL ACCOUNTABILITY
- SUSTAINABLE REVENUE
- QUALITY PROGRAM DELIVERY
- BOARD EFFECTIVENESS

## TRANSFORMATION PHASE

*PROTOCOL #7: SUCCESSOR'S INITIAL SCOPE OF WORK*

*PROTOCOL #8: PICTURE OF SUCCESS*

*PROTOCOL #9: SUCCESSOR'S JOB DESCRIPTION*

## TRANSITION PHASE

*PROTOCOL #10: BOARD-APPROVED TRANSITION POLICY*

*PROTOCOL #11: EXECUTIVE SEARCH PROCESS*

*PROTOCOL #12: EXECUTIVE ONBOARDING*

*PROTOCOL #13: THE RIGHT ENDING*



**InterimExecutivesAcademy**

Evolving Transitional Management into Transformational Leadership