

We Need One Another: Interim Leaders Forming Communities of Colleagues

As we kick off Class#23 of Interim Executives Academy this month, the **64 participants representing different regions across the United States and Canada** remind us of how the interim profession is best developed and practiced in community.

That's because the success of an interim leader is related to the ecosystem that surrounds them.

That belief shapes everything we do at Third Sector Company. Not just how we place interim executives at nonprofits in a leadership transition, but how we support interims before, during and after every engagement.

Participants in the [State of the Interim Profession Report](#) launched in January, emphasized the value in network weaving across the U.S. and Canada.

By strengthening the ecosystem around interim leaders, **we build capacity for both the profession and the nonprofits served by it.** Participants identified two sets of actions: those that support interim leaders directly, and those that help organizations and partners understand and adopt interim leadership as an option.

What the Field Is Telling Us – Strengthen Support and Connection for Interims

The Report recommended several initiatives to build clearer pathways, stronger relationships, and more consistent support for interim leaders across regions.

1. **Convene network leaders at least annually** to learn from each other, share resources, fill gaps, and further strengthen relationships.
2. **Continue to map** where interim leaders work and networks operate so networks can continue to weave together.
3. **Highlight** education programs providing interim credentials.
4. **Encourage** regional meet-ups, alumni networks, and peer circles that build community.
5. **Offer mentoring, coaching, and support**, particularly for new interim leaders and BIPOC leaders
6. **Share** articles, tools, outreach methods, and more so others can be inspired and be more efficient to growing their network
7. **Measure impact** whenever possible, using the power of crowdsourcing to share data and stories

In a profession defined by decentralized networks rather than a single governing body, **momentum grows through the relationships** interim leaders create and by sharing what works, learning from one another and staying linked across geography.

What the Field Is Telling Us – Build Understanding and Collaboration Among Organizations and Partners

Participants in the Report further identified that when sector-leading institutions including funders and state associations are aware of the critical capacity-building opportunity of interim leadership, then the ecosystem grows and more nonprofits have access to skilled leadership during a transition. They identified the following recommendations:

- **Partner** with funders, search firms, community foundations, board trainers, and United Ways (among others) to increase awareness about interim leadership.
- **Engage** capacity-building organizations, such as nonprofit state associations, as education partners as they lead trainings on topics such as board effectiveness, succession planning, and leadership transition.
- **Demonstrate** through stories and examples how interim leaders strengthen organizations.

How Third Sector Company Responds

Since 2002, the Third Sector Company team has demonstrated an unwavering commitment to help nonprofit organizations consider their leadership continuity solutions at both the executive and board levels.

Our services include **interim executive placement, training and mentorship with Interim Executives Academy, peer support options for engaged interim leaders** and a suite of services available to nonprofit organizations seeking interim leaders, including **advertising their positions, interviewing and hiring practices, and counsel for working well with interim leaders.**

We convene and connect the field. Through the Interim Executives Academy, national gatherings and alumni networks, we create spaces where interim leaders learn from one another, share practices and stay connected across regions. These relationships strengthen the entire ecosystem and profession over time.

We partner to grow awareness and activation. We collaborate with funders, nonprofit associations, and sector partners to elevate interim leadership as a strategic tool for organizational health. Through education, shared learning, and joint initiatives, we are helping more organizations understand when and how to use interim leadership effectively.

We capture and share what works. Through storytelling, data, and field-building efforts, we are contributing to a growing body of knowledge about what makes interim leadership successful so the entire sector can benefit.

Moving Forward, Together

Interim leadership is **no longer a niche solution or regional specialty**. It is a critical part of how nonprofits navigate change, sustain momentum and prepare for the future.

But its impact depends on more than any one leader or organization. It depends on the strength of the ecosystem around it.

As this field continues to grow, Third Sector Company commits to ensure that every interim leader is supported, every transition is intentional and no one has to do this work alone.

Our entire **community of partner organizations and alumni** of Interim Executives Academy are so excited to see how the current cohort learners of the Academy will grow the profession, contribute to the ecosystem of interims and serve nonprofit communities with transformational impact.

What Our Customers Say About How Interims Care for Organizations During Executive Transitions

"Our interim executive was a terrific partner in finding our next leader! The Long Beach Public Library Foundation was celebrating its 25th Anniversary of service and all the while searching for the next Executive Director/CEO leader with business acumen, relevant talents, an enthusiastic disposition, extensive and notable non-profit leadership experience and successful accomplishments.



Our interim helped us navigate the search process with professionalism. We are most grateful for his service as he led us successfully and gracefully through the transition season."

M. Lissette Flores, Former Board President, Long Beach Public Library Foundation, Long Beach, California

If your organization is navigating or anticipating a leadership transition, we invite you to learn more about what effective succession planning and interim leadership looks like and how Third Sector Company can help.

→ [Explore the State of the Interim Leadership Profession](#)

→ [Learn How Third Sector Company Supports Nonprofit Transitions](#)

Third Sector Company supports search committees and boards of nonprofit organizations for interim executive recruitment and placement. The graduates of our Interim Executives Academy offer nonprofit organizations proven methods to ensure staff support, operational best practices, and continued mission impact during an executive search and transition.



Third Sector Company is a nationally recognized pioneer in leadership continuity solutions for community impact organizations including charitable causes, professional associations, congregations and foundations. The organization offers interim executive training, placement, coaching, support services, and job advertising and counsel.