



SCL Coaching Call

Shepherding a Successful Leadership Transition

March 11, 2022

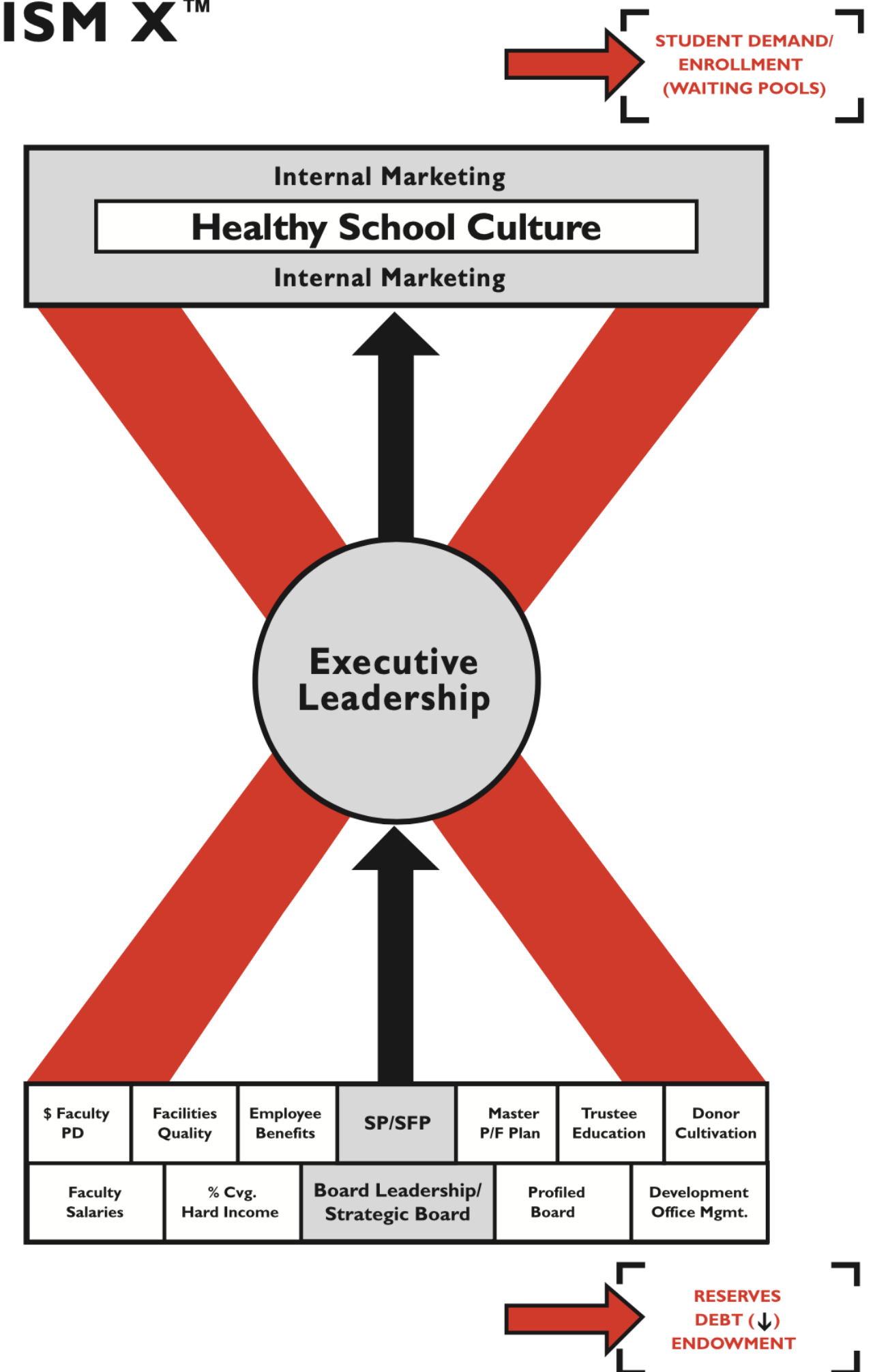


Critical Role of Head of School

“Hardly anything that happens at a company is more important than a high-level executive transition.”

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The ISM X™





Leadership Landscape

Leadership Data from 2021 NAIS Study:

- 80% of schools have a Head who has been in the for 10 years or less
- 69% of administrators do not want to be Heads, but do want to advance
- 41% of Heads reported being in their role for 1-5 years; 13% less than a year
- 50% of Heads intend to transition from their roles in the next 5 years



Transition Principles

1. Every leader is an interim leader (Vanderbloemen).
 2. The implications of leadership transitions are profound.
 3. Transition creates uncertainty and fear.
 4. Leadership roles in private schools are subject to high levels of change.
 5. The cost of transition is substantial, but so are the opportunities.
 6. Very few organizations have succession plans to account for these known variables.
 7. Pray without ceasing!
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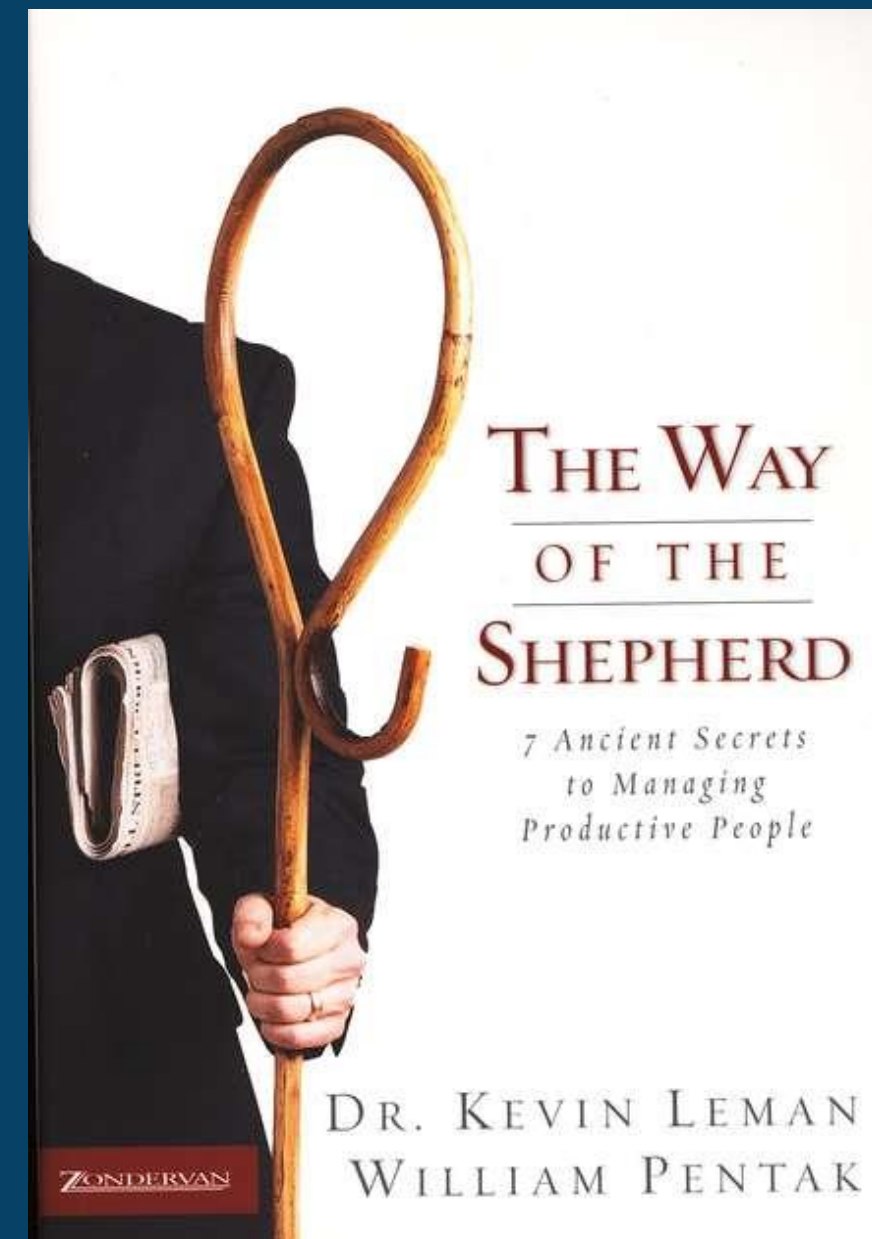
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Shepherding Transition

- Vision
- Process
- Change Management
- Onboarding and Follow Through

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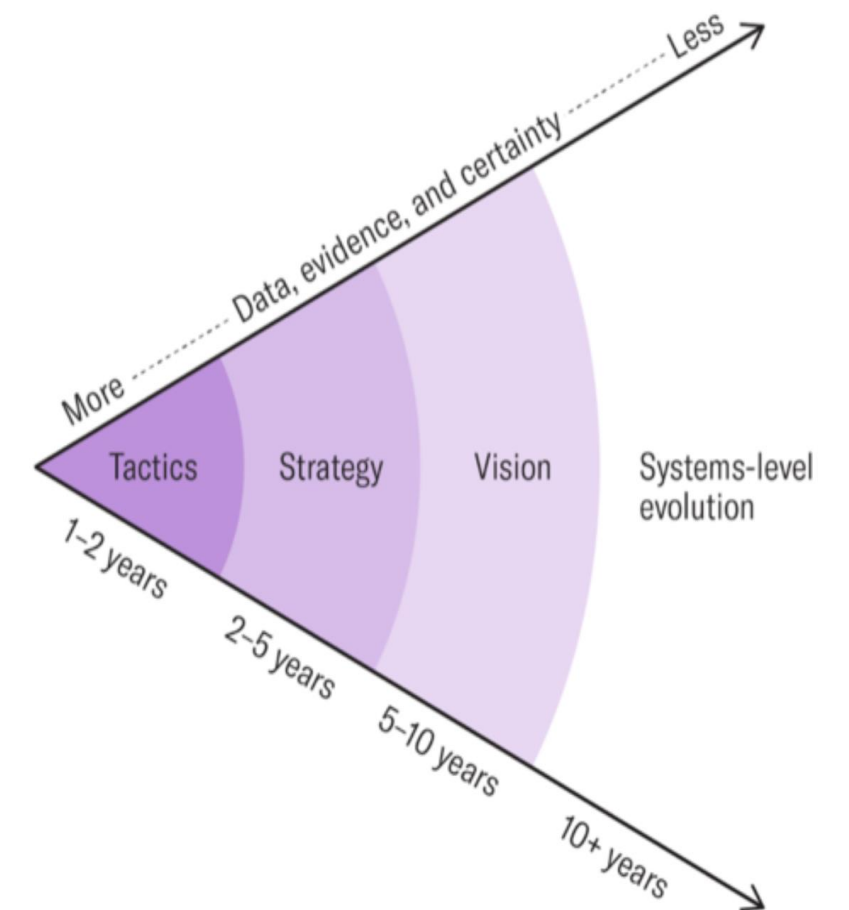


Vision

- Create clarity in the role
- Create a profile
- Define your context
- Create a Succession
- Develop a leadership funnel
- Communicate leadership transition

A Futurist's Framework for Strategic Planning

Instead of arbitrarily assigning goals on a quarterly or yearly time line, use a cone instead. First identify highly probable events for which there's already data or evidence, and then work outward. Each section of the cone is a strategic approach, and it encompasses the one before it until you reach major systems-level evolution at your company.

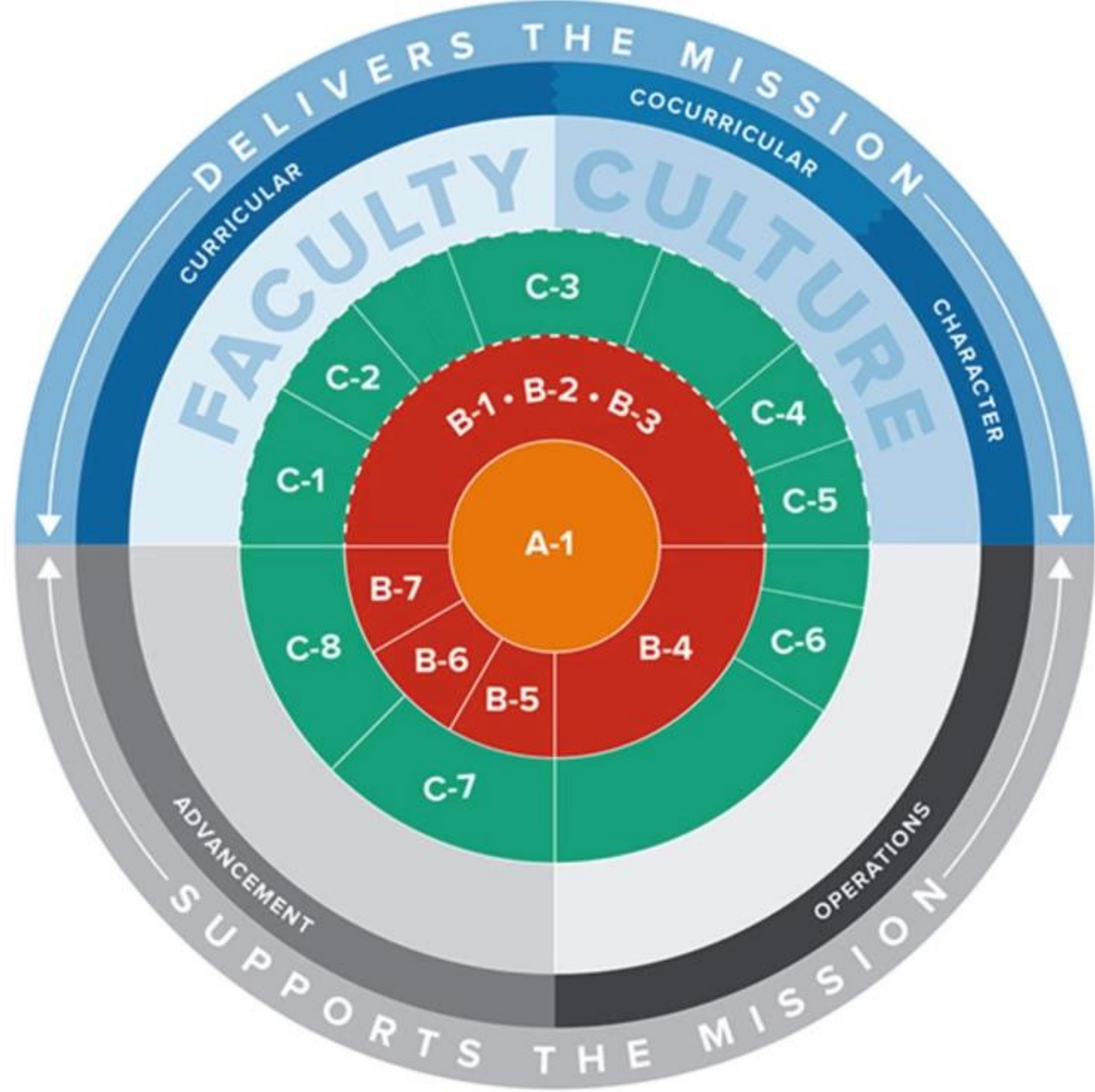


Source: Amy Webb, Future Today Institute





Clarity
 Trajectory
 Communication
 Shared Leadership
 Resource Planning



A-1: School Head

B-1: Division Head
B-2: Division Head
B-3: Division Head

B-4: Business Manager
B-5: Admission Director
B-6: Marketing
 Communications Director
B-7: Development Director

C-1: College Counselor
C-2: Department Chairs
C-3: Athletics Director
C-4: Extended Day Director

C-5: Summer Program Director
C-6: Facilities Manager
C-7: Director of Data Services
C-8: Director of Annual Giving

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Process

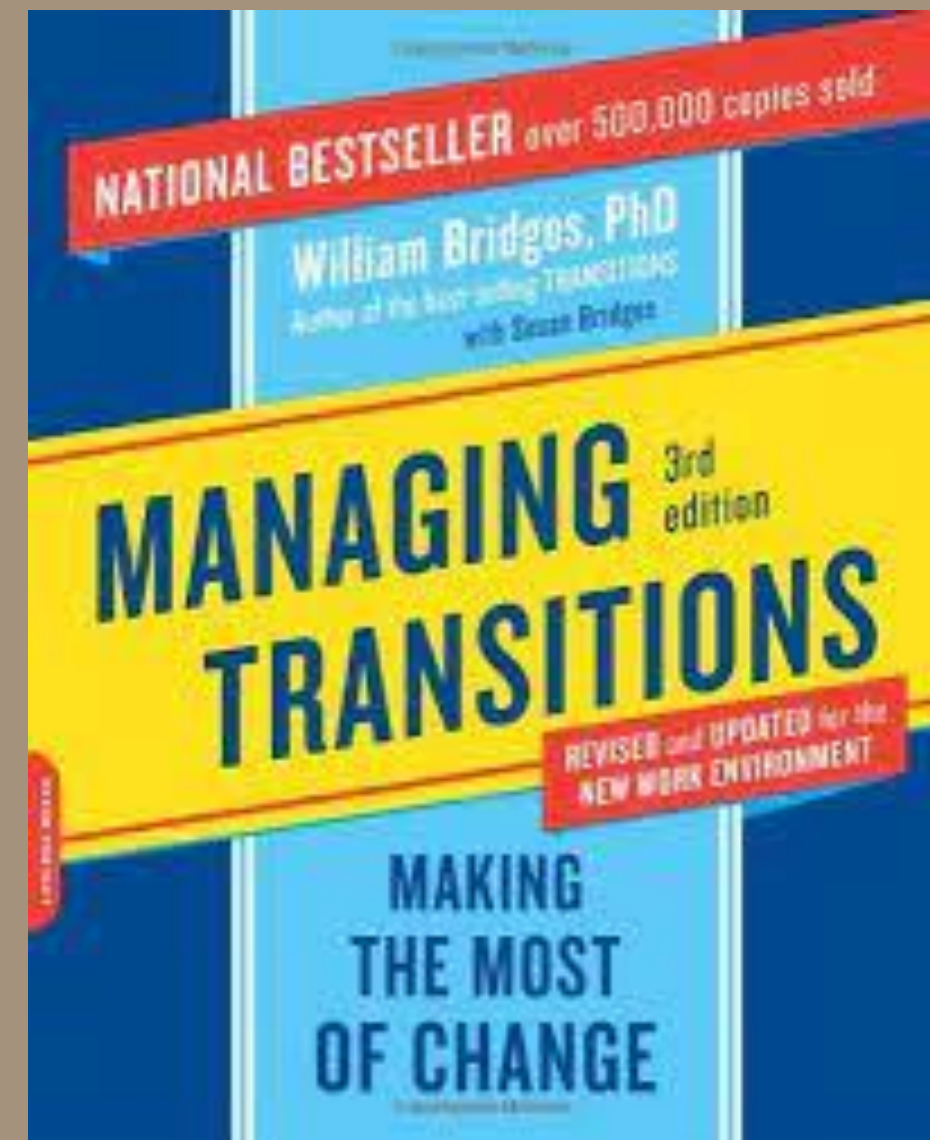
- Consider a search firm
- Form a committee
- Communicate clearly
- Include appropriate stakeholders
- Create a timeline
- Extend your process through the transition





Change Management

- Change and transition - know the difference
- Overcommunicate
- Know your context
- “Happy goodbyes for healthy transitions”



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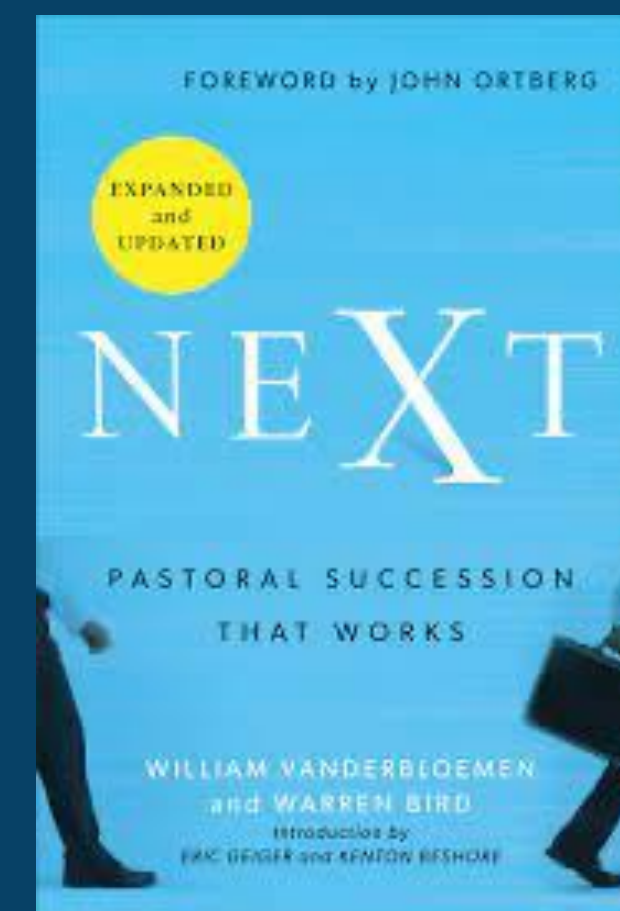
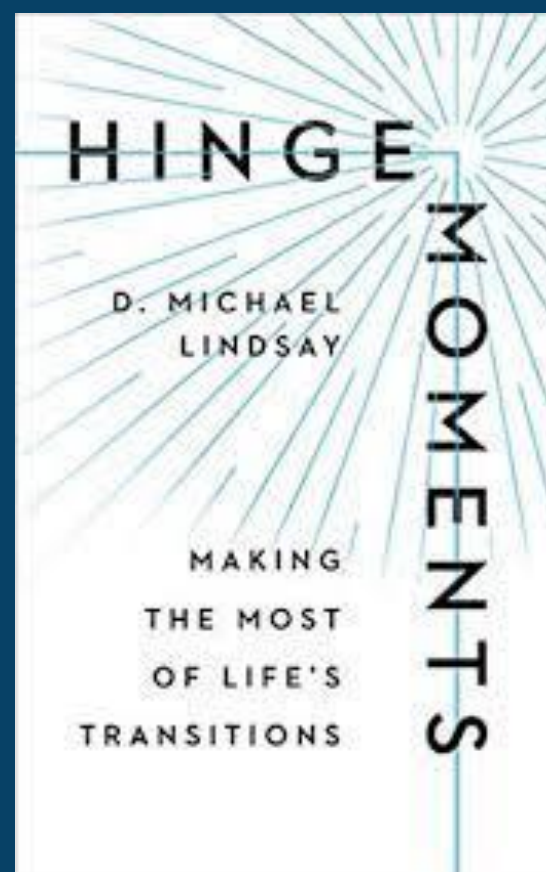
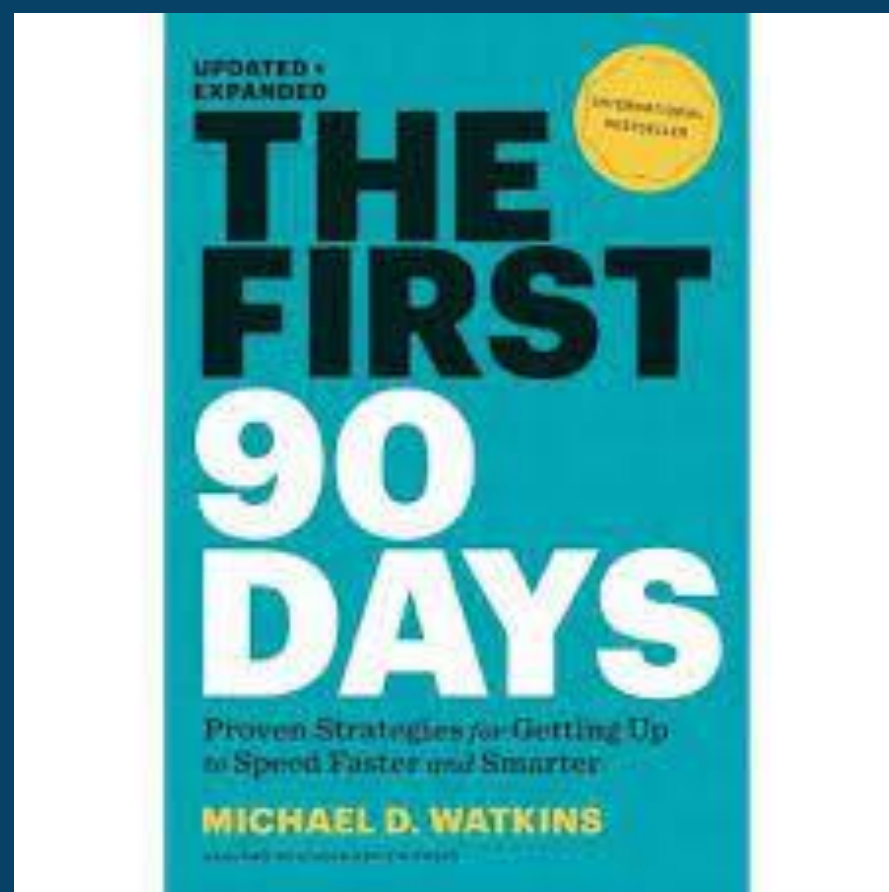
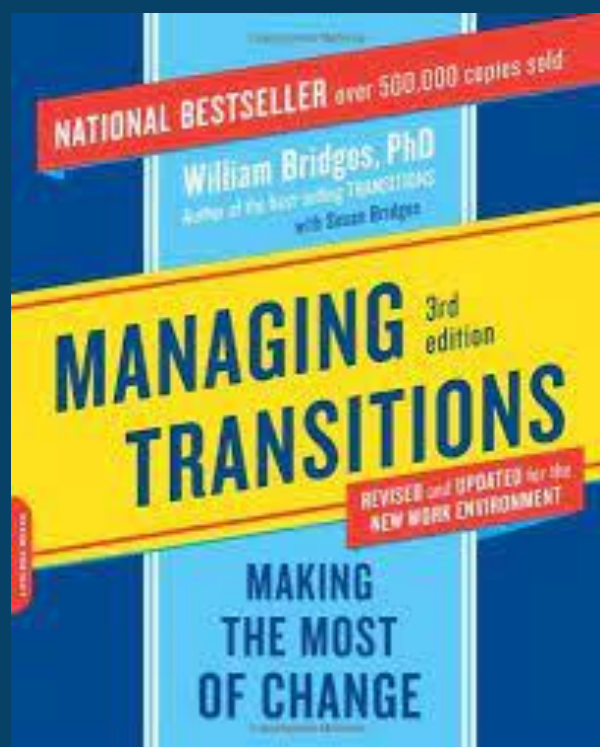
Onboarding and Follow Through

- HSEC replaces Search
- Know your leader
- Set clear, modest goals
- Expect challenges
- Be patient





Transition Resources



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