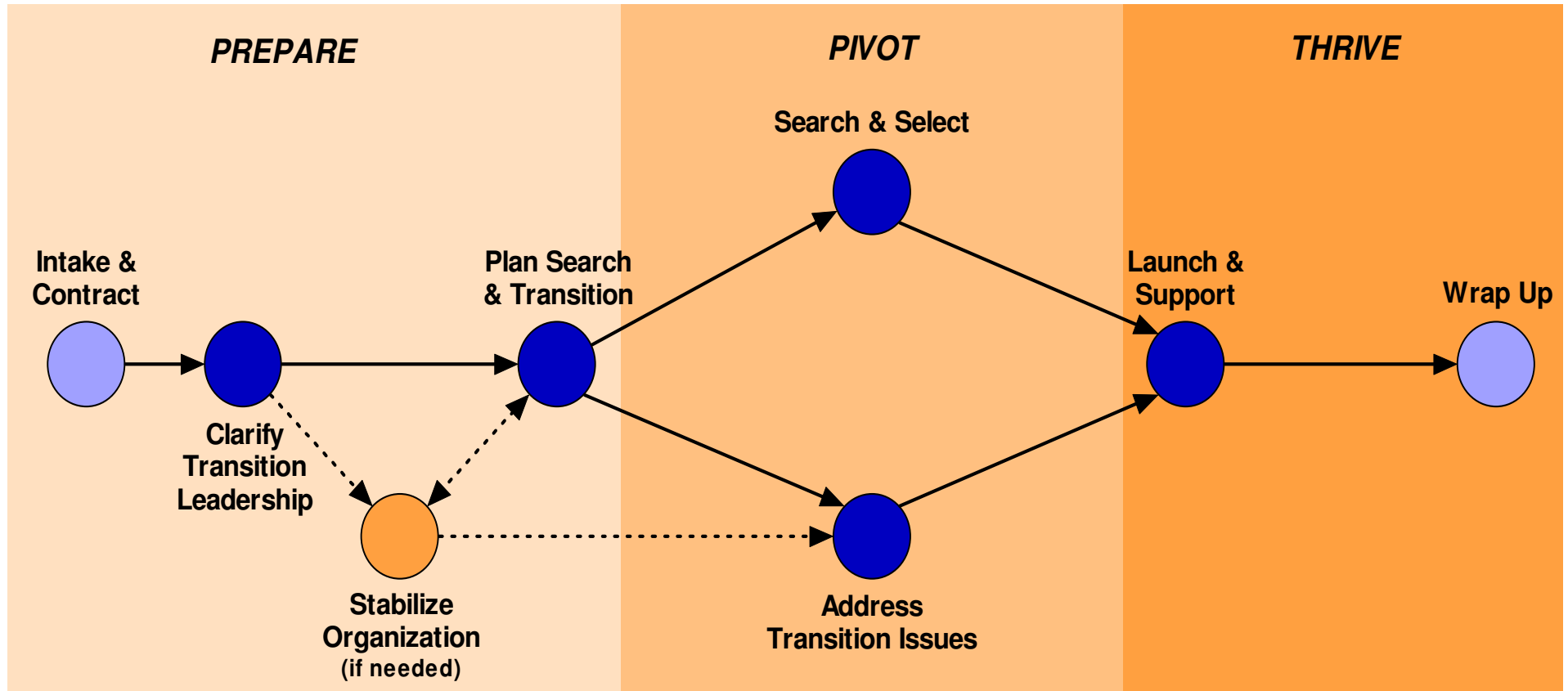


# Executive Transition Management Process Overview

## Creating a Positive Nonprofit Leadership Transition



Based on a Transition Model developed by Tom Adams of Transition Guides and Tim Wolfred of CompassPoint and funded by the Annie E Casey Foundation. Bryan Orander of Charitable Advisors has both attended and co-led the 3-day ETM consultant training workshop.



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