

# Interim Management

Many organizations use a leadership transition as an opportunity to save. The board names someone to "mind the store" while searching for the new executive. It doesn't take long for the organization to lose momentum and focus, and even miss out on revenue generating opportunities.

At Nave Strategies, we will invest our expertise in your team to keep the organization on track and to create opportunities for growth. This organizational optimization will pave the way for new leadership to hit the ground running from day one.

## Key Components

- ◆ Hands-on interim executive to manage day-to-day operations of the organization
- ◆ Collaborative partner with the board
- ◆ Tailored to the needs of the organizations
- ◆ Timeframe: Varies, typically 3 to 6 months

## Organizations That Will Benefit

- ◆ Organizations that have succession plans in place
- ◆ Organizations that have experienced a recent and/or sudden departure of the executive

## Our Core Work

Our time together will be a balance of on-site and remote work tailored to your organization's needs. We will:

- ◆ Regularly report to board leadership on the progress toward established objectives and participate in board and committee meetings as deemed necessary
- ◆ Provide candid and supportive feedback, present solutions, and support the board's decisions on implementation
- ◆ Evaluate and enhance current revenue-generating practices
- ◆ Partner with the artistic director to work towards realizing their artistic vision
- ◆ Focus on achieving your objectives, not on auditioning for the job—this approach quickly builds trust and maximizes results in a short amount of time
- ◆ Meet with approved key stakeholders to maintain the organization's connection to the community
- ◆ Develop documentation to assist with the onboarding of the new executive

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**Nave  
Strategies**

Realizing your team's true potential

# Connect with Nave Strategies to Support Your Organization!

"We found the experience of working with J.L. to be both productive and challenging. Calmly but firmly, he encouraged us to question some of our assumptions and most of our practices. By doing so, we were able to make sales advances we had long desired. J.L. deftly combines a thorough understanding of data with years of field experience and an awareness of best practices from across the country."

Mark Fields  
Executive Director, The Grand Opera House

## Our Holistic Approach

In tandem with the core work we will do together, our wholistic approach teases out opportunities to share and implement best practices in the industry as well as build upon the skills of your staff.

## Coaching

We see executive transition as a time to draw out the untapped potential of your team. Part of our process will be to assess and build upon the leadership skills of the staff with the goal of strengthening the organization overall.

This may include:

- ♦ Assisting with the onboarding of your new executive leader
- ♦ Working with the board to identify and address specific challenges
- ♦ Conducting a comprehensive organizational assessment and make recommendations
- ♦ Strengthening inter- and intra-departmental communication and cooperation

## Teaching

With experience, comes expertise. Our services build upon the expertise of your team to maximize impact and leverage best practices from more than 30 arts and cultural organizations.

Tailored to the needs of each organization, we will:

- ♦ Align current marketing and development policies with best practices in planning, implementation, and evaluation
- ♦ Evaluate and implement how to effectively use data to inform decisions
- ♦ Provide staff professional development opportunities tailored to your needs and aspirations

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"J.L. has the keen ability to navigate difficult conversations around organizational opportunities and challenges. He was instrumental in 'moving the needle' at two organizations where I've had the pleasure of working with him. J.L. works hard to observe your organization's business morale and work habits to ensure results."

Andrew Truscott  
Associate Director of Marketing, The Grand Opera House  
Former Director of Marketing and Development, Delaware Theatre Company

### Engagement Milestones

- ◆ Eliminated over \$1 million in debt on behalf of a symphony orchestra. Additionally, secured the first three consecutive annual net revenues in 20+ years, wiping out a cumulative operating deficit of \$500,000.
- ◆ Over two years, restructured a regional theatre's annual fund campaign resulting in a 39% increase in net annual fund revenue. This was accomplished by auditing donor benefits and campaign messaging resulting in a 34% increase in annual fund revenue while also decreasing annual fund expenses by 47%.
- ◆ Restructured subscription packages for a college-based performing arts center resulting in a 359% increase in packages over two years.

"I have always been impressed with how tirelessly he works to help artists achieve their goals. His data-driven approach to problem-solving and his depth of experience would make him an invaluable asset to any organization. Most of all, it is his unflappable nature that sets him apart. No problem is too big. No conversation is too complicated. Everything he does is approached with calm stability that sets everyone at ease and makes them ready to meet opportunities head-on."

Matthew Phelps  
Artistic Director, Vocal Arts Nashville

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