



Executive Leadership Transition - Roadmap for Renewal **Suzann Eisenberg Murray**

From crisis to stability – effective transitions build on strengths, minimize distractions, and prepare organizations to thrive.

Loss of leadership or the need to restructure can be traumatic. The chaos that accompanies change can be an organization's undoing – or it can lead to a renaissance. The Dendros pro in interim executive leadership, Suzann Eisenberg Murray, expertly guides diverse organizations through turbulence and transition. She will help your group navigate change thoughtfully, effectively, and efficiently.

1. Getting Our Bearings

While transition brings confusion and turmoil, it can yield immense opportunity. Dendros offers steadiness, calm, and the skills to help recapture your group's mission and bring it clearly into focus. Keeping programs and fundraising on track is a top priority.

2. Restoring Equilibrium

Initially, board and staff often are overwhelmed with feelings of instability and loss. An experienced interim leader with a participatory approach helps board, staff, funders and other stakeholders navigate upheaval to emerge stronger, more resilient, and more purposeful than ever.

3. Engaging Stakeholders

During transition, an organization's ability to survive may be in doubt. A successful transition strategy engages diverse stakeholders in multiple ways to assess strengths and vulnerabilities. Participation is key in planning for a successful future.

4. Developing Strategies & Capacities

Transition often calls an organization's plans and strategies into question. An effective assessment and genuine stakeholder engagement lead to new or revised strategies to leverage strengths and mitigate challenges.

5. Advancing into the Future

In the midst of change, it is tempting to hire a new leader without sufficient research and reflection. Often the immediate skills required are not the qualities needed in a long-term leader. Judicious capacity-building measures ensure success for a new executive. Effective post-hire orientation and support are key elements for long-term leadership success.

A renewed sense of mission, strong staff morale, engaged stakeholders and a clear partnership between the board and new executive are important outcomes of a successful transition.

Results

“Suzann brings a special combination of passion and expertise into her role, along with a genuine regard for others. As an inexperienced board, we desperately needed someone to step into an interim Executive Director role, and were very fortunate to have Suzann accept the position. She quickly developed an understanding of the company’s mission, built a rapport with the team, and identified the critical factors that we as a board needed to address. She has the experience to assess many aspects of an organization, and the credibility to develop realistic solutions. I learned a tremendous amount through working with her, and would highly recommend her services to other organizations.”

-Annette Miller

Vice President, Emergency Foodshelf Network
Senior Vice President, Target Corporation

Values-Based

“Suzann Eisenberg-Murray was instrumental for Families Moving Forward and our journey to our new beginnings. Suzann's transformational leadership style was critical in our success and in helping FMF define and reach the outcomes we set forth in our strategic plan. I highly recommend Dendros and Suzann Eisenberg-Murray, as interim executive director, she embraced our mission and delivered far beyond our expectations. Dendros was the wisest investment we made, as a non-profit. The ROI was the difference between shutting our doors and open new doors to our bright new future, not only as an entity, but for the guests we serve, as well.”

-Juli Baecker

Board Chair, Families Moving Forward
Director of Business Development, CenterStone Technologies

Expert

“Suzann’s work is nothing short of amazing. She brings to each project her boundless energy, impeccable integrity, concentrated focus, expansive knowledge and expertise, as well as her humanity and endearing sense of humor. She came to our organization at a time of difficult transition, where we felt de-railed and in chaos, and by her willingness to listen and engage all stakeholders in the process, quickly built a strong team from among our own ranks, re-connected us to our core values and put us, and our resources, back on track in the direction of our original vision, passion and mission. I cannot recommend her highly enough!”

-Sarah McClellan

Director of Programs and Training, Women of Nations

Hopeful

Suzann is “amazing . . . a ray of hope” and “an incredible leader who can energize people to achieve a common goal.”

-Mayor R.T. Rybak

City of Minneapolis

Inspiration

“Suzann is a talented, thoughtful and inspirational leader who takes on even the most complex challenges with the kind of energy, grace and experience needed to get the job done right – for the benefit of her client and the entire community.”

-Keith Halleland

Halleland Habicht PA

The Dendros Advantage

Suzann brings a team that's greater than the sum of its parts. In addition to Executive Transition Management, the Dendros team has expertise in Participatory Planning and Facilitation, and Organizational Capacity Building. The Dendros Group provides its clients with a built-in administrative infrastructure, technical assistance, and an invaluable network of associates with wide-ranging expertise.

Dendros Executive Leadership Transition Offerings:

- Assessment and Planning
- On-site Interim Executive Services
- Merger Management
- Dissolution Coordination
- New Executive Orientation and Support
- Strategic Fund Development
- Board Development & Support
- Participatory Stakeholder Engagement

Participatory

“The Dendros participatory approach brings together diverse perspectives to find creative solutions to difficult problems.”

-Commissioner Jim McDonough

Ramsey County Board of Commissioners

Transformative

“I watched Suzann Eisenberg Murray take two different organizations that were in complete chaos and quickly assess the problems, devise solution paths and take organizations down those paths successfully. Suzann works hand in hand with the volunteer leadership, the funders and the staff seeking suggestions and encouraging appropriate actions that she weaves together for a successful solution. When she walks away she has left behind a clear path to the future that volunteers and staff can follow independently. She is the right person to help any organization get out of a very difficult situation.

-Terri Barreiro

Director, Donald McNeely Center for Entrepreneurship

Connected

I have now served on two boards to whom Dendros provided services – the first was an organization undergoing dissolution and in profound turmoil. As our Transition Director, Suzann and Dendros' facilitative leadership, called the organization back to its values, guided us successfully through the chaos and ensured strong attention to the business and legal details of the dissolution. In the transition to the new organization, the Dendros team helped us create a more robust collaboration of city, county and community organizations. Thanks to Dendros, we were able to quickly come to consensus on mission, priorities and future direction.

-Susan Haigh

Chair, Metropolitan Council

President and CEO, Twin Cities Habitat for Humanity