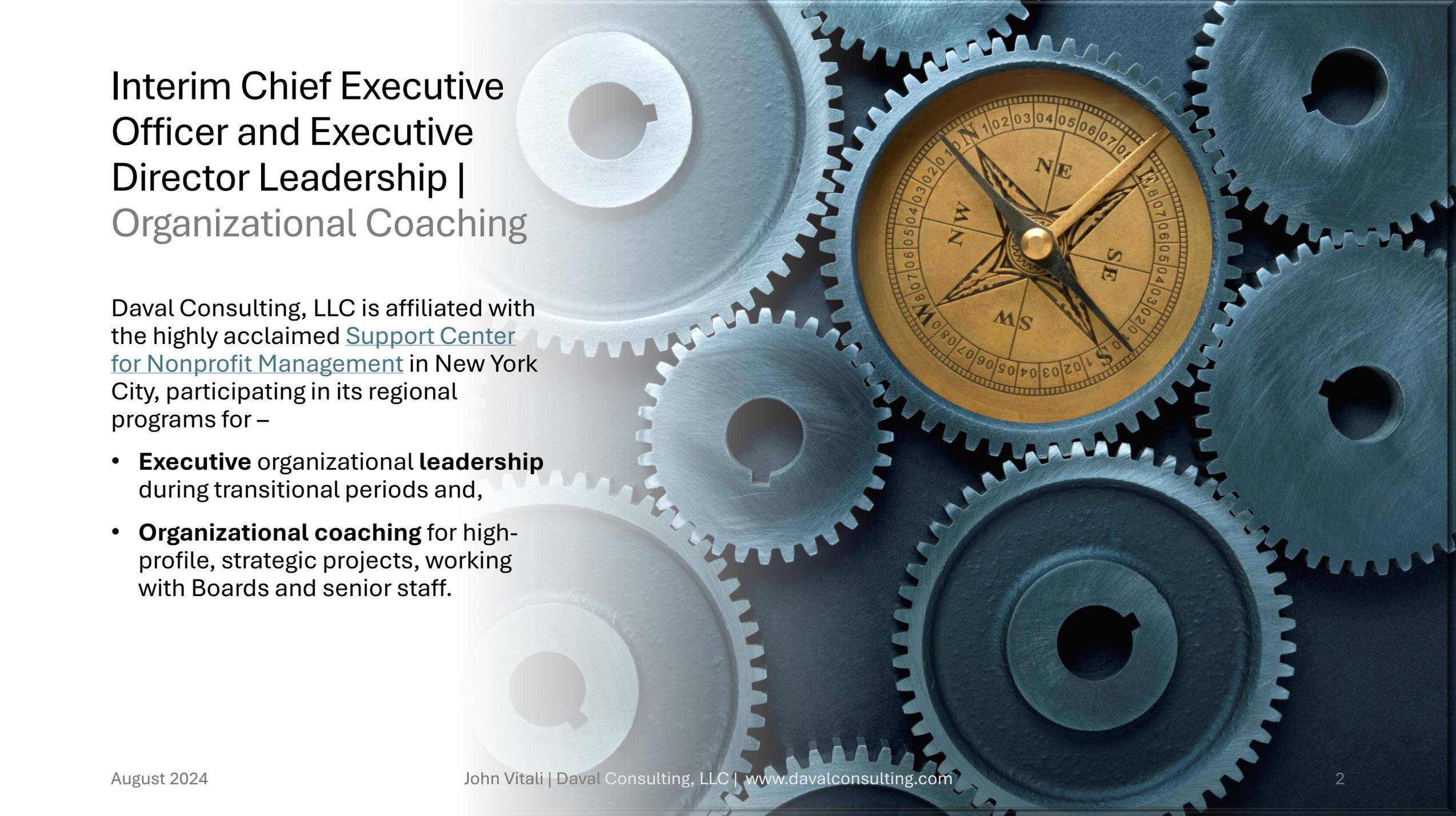




Successfully Staying the Course ...

Interim Chief Executive Officer Leadership
and
Organizational Coaching
for
Nonprofit Organizations

The background of the slide features a complex arrangement of interlocking gears of various sizes and colors, including shades of blue, grey, and gold. A prominent gold compass rose is centered in the upper right quadrant, showing cardinal and intercardinal directions (N, NE, E, SE, S, SW, W, NW) and degree markings. The overall aesthetic is industrial and mechanical, symbolizing precision, interconnectedness, and forward motion.

Interim Chief Executive Officer and Executive Director Leadership | Organizational Coaching

Daval Consulting, LLC is affiliated with the highly acclaimed [Support Center for Nonprofit Management](#) in New York City, participating in its regional programs for –

- **Executive organizational leadership** during transitional periods and,
- **Organizational coaching** for high-profile, strategic projects, working with Boards and senior staff.

Interim Chief Executive Officer and Executive Director Leadership | Organizational Coaching



NONPROFIT

An Interim CEO/Executive Director can play a crucial role during a transition from a long-tenured, legacy leader to a new ED hired from outside the organization.

Interim CEOs/EDs offer an objective perspective, wisdom, candor, and expertise based on prior executive experience.

They also give people in the organization the space and time to absorb the transition, in all its emotional and practical dimensions, and the chance to prepare for a new leader.

An Interim CEO/ED provides:

- An essential buffer following a long-tenured leader's departure
- Space and time for staff to absorb and adjust during a transition
- An independent, fresh, and candid perspective
- The stability of continuous management
- An experienced partner to the Board

Source: [Support Center Interim Executive Director Placement](#)

Interim Chief Executive Officer and Executive Director Leadership | Organizational Coaching

John Vitali's Interim Chief Executive Leadership Experience

During his 47-year career in nonprofit and higher ed management, John has been tapped by Boards to fill several transitional chief executive leadership roles.

In 2023 he successfully completed the [Support Center's Interim Executive Institute](#).

Since then, John served as the Interim Executive Director at the [Society for Classical Studies](#) at New York University --

- \$1.5M 501(c)3 2,000-member organization
- Engagement was from December 2023 to June 2024
- Accomplishments
 - Daily executive leadership for programs and operations while conducting a Board-sanctioned organizational diagnostics review
 - Upgraded the financial function to a GAAP-compliant model that produced an inaugural monthly financial reporting package
 - Initiated the automation of a significant online scholarship and grant awards program
 - Identified several other key operational issues in the finance, technology, and staffing areas, followed by a Board-approved remediation plan for the new permanent Executive Director

John continues to frequently explore transitional executive leadership opportunities with nonprofit Boards in the NY Metro Area.



Interim Chief Executive Officer and Executive Director Leadership | Organizational Coaching

The Support Center's Organizational Navigator program pairs organizations with an experienced nonprofit leader to support long-term change. For an hour a week, the program focuses on grappling with key strategic issues such as shifts in the operating environment or growth planning.

The program is particularly well-suited to organizations that are start-ups, in transition, or in growth periods.

Source: [Support Center Organizational Navigator Program](#)

Since 2023 John Vitali has successfully participated in several grant-funded Organizational Navigator engagements –

- Worked with a NJ nonprofit organization whose Board and senior team was navigating from the visionary stage to an operational one.
 - Obtained grants for capacity-building ... Secured general liability insurance coverage ... Continued refining a strategic plan focusing on operations ... developed programs for mission delivery ...began developing the organization's first website.
- Strategized with another established NJ nonprofit on a capital growth plan that will significantly expand its service delivery facility via public-private partnerships.
- Had a second engagement with this same nonprofit to coach a new senior staff member's transition into the organization while providing high-level quality control oversight for the capital facility expansion project.



Successfully Staying the Course ...

Whether your organization retains an **interim executive officer** during a tenuous transitional period,

Or you engage an **organizational coach** to facilitate start-up planning, objectively refine a critical growth strategy, or transition a senior staff person to your nonprofit's unique culture of service,

Making this decision will **help your nonprofit maintain its direction, commitment, and resolve** despite unexpected challenges, obstacles, or distractions.