



Services

"You were invaluable to Crystal Springs Uplands as we conducted a nationwide search for a successor to a long-standing Head of School. You are the first person I call when CSUS is in need of advice related to our transition in school leadership."

– **Search Committee
Member and Chair of
CSUS Board of Trustees**

SERVICES: OVERVIEW

HEAD SEARCH

- Executive searches for school leadership
- Interim head placement
- National and international experience and presence
- Inclusive process that respects all constituents and candidates
- Thorough reference checks
- Support for new head in transition period

GOVERNANCE

- Facilitate board retreats
- Help in establishing the board's role
- Promote healthy board-head relationships
- Plan for succession and transition in leadership – how to handle retirement or resignation of the head
- Assess the school's administrative structure
- Assess internal systems - effectiveness of communication
- Assess decision-making processes
- Facilitate resolution of issues related to founders

STRATEGIC PLANNING

- Facilitate brain-storming and planning sessions
- Prioritize goals and strategies
- Organization of a steering committee and task forces
- Prioritization of goals and strategies
- Help in organizing and writing plan
- Full support along the way

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Services

"In my opinion, RG175 is in a class by itself. At various times I have benefited from thoughtful advice, sound professional counsel and a superbly conducted search. I would unhesitatingly call on them again for future assistance at the school or Board level, and have recommended them to others with confidence."

**– A US School Director
working overseas**

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RETREATS

- Board training and orientation
- Board retreats to clarify mission, energize long range planning, and examine the school's current state of well-being
- Administrative and faculty retreats to examine the school's major issues

ASSESSMENT

- Administrative structure and procedures
- Congruence of program and mission
- Morale issues
- Financial policies and procedures

EXECUTIVE COACHING AND MENTORING

- Work with a new head, especially in times of transition
- Strengthen communication between head and the board
- On-going coaching and support for the head
- Work with business manager, development staff, admissions, and board

SUCCESSION PLANNING

- Assess the school's administrative and governance needs
- Work with the school before the retirement of key leadership personnel
- Manage expectations of internal candidates

SHORT TERM ASSIGNMENTS

- Assist in identifying temporary leaders and administrators
- Analyze and advise on school or board crises
- Space analysis