



**Taking Nonprofit Organizations To Higher Ground  
In Their Service To Others™**

*Introducing*

## **THE THIRD SECTOR COMPANY**

**A Professional Firm Dedicated to Fostering Leadership Continuity for the Nonprofit Sector**

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*Irvine, California – Seattle, Washington*

### **A MISSION-DRIVEN SOCIAL ENTERPRISE**

*Dedicated to Fostering Leadership Continuity for the Nonprofit Sector*

Founded in 2002 by the former senior vice president for community development at United Way of Greater Los Angeles in association with nine nonprofit executives with significant experience in serving diverse communities, The Third Sector Company, Inc., was created to “foster a continuity of leadership for the nonprofit sectors of the United States and Canada.” Since its beginnings, Third Sector Company has served over 600 nonprofit organizations and has approached its work as a mission-driven social enterprise dedicated to:

- **Presenting a concerted community response to the growing numbers of unplanned executive transitions** occurring in the nonprofit sector which are placing important organizations at risk.
- **Offering a career alternative to retain experienced nonprofit executives and business leaders to benefit the sector** as a growing number of executives are burning out and seeking a different work-life balance opportunity to be of service.
- **Operating as a “go to” nonprofit succession planning organization with demonstrated models and methodologies in leadership continuity planning** as most nonprofits treat executive attrition as a crisis rather than a natural part of organizational evolution with a capacity-building opportunity.
- **Offering on-demand transitional leadership and multiple strategic change management interventions** that are best served by a coordinated team of nonprofit executives who share similar values, protocols, and ideals about turnarounds, and best practices in effective management and governance.
- **Supporting volunteer search committees who have little access to best practices** in recruiting and hiring effective nonprofit chief executives and development officers which leads to increased executive turnover and related costs associated with unorganized or uninformed hiring.
- **Preparing the next generation of staff and board leadership for service** through cohort learning programs that seek to change culture, build leadership skills and evolve a long-term strategic direction for organizations and their leaders.

**WHAT THIRD SECTOR COMPANY OFFER NONPROFITS WHO WANT TO FOSTER LEADERSHIP CONTINUITY**

With six driving forces behind our brand, Third Sector Company provides the following lines of service exclusively to the nonprofit sectors of charitable organizations and professional trade associations:

- **PROFESSIONAL INTERIM EXECUTIVE RESOURCE & REFERRAL** ... Providing trained and experienced professionals who have met our criteria to serve as a nonprofit chief executive or chief development officer and is supported by our on-going training services and a team of senior advisors and administrative strategists.
- **SUCCESSION PLANNING & LEADERSHIP CONTINUITY TRAINING AND CONSULTATION** ... Offering workshops and on-site programs that teach and promote best practices in nonprofit leadership continuity planning and succession strategies for senior leadership at both the professional staff and board levels.
- **EXECUTIVE PERFORMANCE PLANNING, REVIEW & ENHANCEMENT** ... Using a peer-to-peer approach to assure nonprofit executives can benefit from and have access to a comprehensive performance review process, performance improvement planning support, and peer mentoring to achieve goals.
- **LEADERSHIP DEVELOPMENT TRAINING** ... Offering institutes, academies, and licensed curricula to train the next generation of board leaders (Board Chairs Academy) as well as first-time executive directors (New Executive Director Academy) and senior leaders desiring to advance their careers into the top position. Third Sector Company also offers a full-year curricula to foster a successful fundraising culture for chief development officers and top fundraising leadership developed in partnership with Executive Service Corps of Southern California.
- **VOLUNTEER-LED SEARCH SUPPORT** ... Providing a step-by-step guide, training and support for volunteer search committees, often in collaboration with our partner, FindALeader, to create a thorough understanding of the future human capital needs of their nonprofit organizations and pursue a methodology to successfully engage their next executive-level leader.

## ACCESS TO OTHER RESOURCES

In addition to these service lines, Third Sector Company provides three valuable support services to nonprofit leaders to grow their human capital while evolving their organizations:

- **THIRD SECTOR REPORT** ... Offering short columns that appear in the Long Beach Business Journal written specifically for business leaders who volunteer on the boards of nonprofit organizations.
- **CONSULTATION SERVICES** ... Representing the specialty areas of our interims who enjoy private practices in such areas as board governance, strategic planning, fundraising, program evaluation, merger/acquisition, human resources, and organizational assessment.
- **FACILITATION & WORKSHOPS** ... Providing specialized curricula or skilled facilitators able to provide short-term services that can enhance learning, invite dialogue, or resolve conflict.
- **LINKED-IN COMMUNITIES** ... Third Sector Company administers a number of LinkedIn groups which welcome our customers as members of learning communities, discussion groups and networking with nonprofit professionals and board leaders from every community that Third Sector Company serves.



**The Third Sector Company, Inc. is dedicated to fostering a continuity of professional and voluntary leadership for the nonprofit sectors of the United States and Canada through succession planning training and consultation, interim executive management, executive retention support, executive performance planning and review, search committee training and support, and next generation board and executive leadership training.**

*In Southern California – (562) 484-8281  
In The Pacific Northwest – (206) 799-1942*