

What do you want for your organization when you are gone? Can it happen without you there? Is your organization prepared to handle the exit of other key leaders? If these questions keep you up at night, then you're the right candidate for a very special program that will bring a small group of nonprofit leaders together with a team of our community's executive coaches to help you get your bench in order.

Join us for this unique opportunity to proactively strengthen your organization! "Succession Planning Matters" is a cohort limited to 15 senior executive directors who will meet in a combination of training and coaching opportunities to learn how to weave succession into organizational planning.

Who Should Attend: CEOs/Executive Directors (Board Chairs and Officers responsible for organizational development and human resources oversight are invited to the kick-off session)

What: A small cohort of nonprofit leaders meeting monthly for interactive training events and small-group executive coaching sessions

When: March – September 2015

Value: Five executive coaches are generously working on an honorarium so that we are able to offer this opportunity at a fraction of the normal cost

Cost: \$1,495 – this is just \$214/month! *(A limited number of partial need-based scholarships may be available)*

How: Applications for this exclusive opportunity will be online on January 30

Where: San Antonio Area Foundation

Schedule and Topics:

3/17/15 (4-6 pm): Program Overview & Coach Matching (CEOs should invite their Board Chair to attend)

4/14/15 (4-6 pm): Organizational Assessment & Readiness for Succession Planning

April (TBD): *Small Group Coaching Session*

5/19/15 (4-6 pm): Leadership vs. Management

May (TBD): *Small Group Coaching Session*

6/9/15 (4-6 pm): Talent Assessment and Selection

June (TBD): *Small Group Coaching Session*

7/14/15 (4-6 pm): Board Leadership, Engagement, & Role in Succession Planning

July (TBD): *Small Group Coaching Session*

8/11/15 (4-6 pm): Evaluation and Performance: Gaps, Goals, and Continuous Process Improvement

August (TBD): *Small Group Coaching Session*

9/22/15 (4-7 pm): Lessons Learned, Next Steps, and End of Program Reception (Board Chairs invited)

September (TBD): *Small Group Coaching Session*

This cohort is limited to 15 CEOs.

Click [HERE](#) to register (select the Succession Planning application).
The deadline to sign up is March 2.

For more information: Melissa Beach at (210) 775-5713 or mbeach@saafdn.org.

About the Executive Coaches



Delise Crimmins

Delise Crimmins has been a leader in the area of organizational and people development for more than 25 years. She has successfully helped shape organizations in Panama, Chile, Switzerland, Mexico, in addition to numerous organizations across the United States. Her dynamic style and extensive experience have produced exceptional corporate cultures and leaders at companies such as Southwest Airlines, Office Depot, JetBlue Airways, Los Alamos Laboratories, Methodist Healthcare Ministries, the Humane Society of San Antonio, and many others.

As a Human Capital professional, Delise has helped organizations use their recruiting, hiring, development, compensation and rewards strategies to create remarkable environments. Delise has proven that her attention to organizational structure, understanding of human behavior, and leadership experience help create dynamic leaders and successful organizational cultures. And as one of the leaders of Training and Development for Southwest Airlines, Delise developed and delivered leadership training to thousands of Employees during the time they were rated one of the Top Ten Companies to work for in America. She helped create Southwest Airlines' "University for People," as well as developing leadership strategies for JetBlue Airways, Regent Surgical Health, Zillow, Ashley Furniture, JCPenney, West Penn Hospital, Kettering Healthcare, Hunt Oil, COPA Airlines, Allegiant Air, Dave & Buster's, GVTC, Generation Texas, SwissAir, KwikTrip, LAN Chile Airlines, Los Alamos National Laboratories and the Humane Society of San Antonio. As a Director of Human Resources for Hair Cuttery in Virginia, she was responsible for the hiring, training, and development of over 13,000 employees. She is a trained facilitator in Franklin Covey Leadership.

Delise is a founding partner at PeopleInk in Albuquerque, Redline Leadership Associates and OptIn Experts in San Antonio and writes curriculum for Swift HR Solutions in Seattle. She holds a Bachelor's Degree in Journalism and Spanish from the University of Texas at Austin. She resides in San Antonio, Texas with her husband Tim and their four children.



Rose Mary Fry

Rose Mary Fry is a native of Ohio and she received an undergraduate degree in Elementary Education from Ohio Dominican College and a graduate degree in Staff and Organizational Development from Ohio State University in Columbus, Ohio. She has thirty-five years of experience in the education, nonprofit, and for profit sectors. Since September, 2010, she has worked as a nonprofit consultant focusing on training and consulting services to new and established nonprofit organizations. Her previous position was as founding Executive Director of the Texas Nonprofit Management Assistance Network, a 501(c)(3) organization that helped identify and meet the needs of Texas nonprofits through work with nonprofit resource centers and academic providers in Texas. Previously, she was Executive Director of the Nonprofit Resource Center of Texas in San Antonio, the oldest resource center in the state.

Her special interests are organizational change, the intersection of the nonprofit and for profit worlds, and facilitation of small and large group meetings. She has been involved in the nonprofit sector as a volunteer for approximately thirty-three years with particular interest in the arts, education, and women and children's issues. She was the first Licensed Consultant for the Standards for Excellence program in Texas, and she is the only Licensed Consultant with this credential in the state.

Rose Mary serves as a Board Member of Children's Bereavement Center of South Texas, a Board Member of ACCION Network, Co-Chair of Say Si Leadership Council, and a member of San Antonio 100. Previously she served as Board President of ACCION Texas, Board President of Impact San Antonio, Board President of Texas Public Radio, Campaign Chair of Say Si's Capital Campaign, President of the Hollow at Inwood Homeowners Association, and Chair of the National Alumni Advisory Board for Ohio Dominican University in Columbus, Ohio. She is a 2009 graduate of Class V of the Masters Leadership Program in San Antonio and Bexar County.



Francisco A. Gónima

Francisco A. Gónima is an experienced executive coach, community facilitator, and socialsector strategist with a passion for supporting innovation and the leaders that dream it into being. Nearly a decade as a disaster management and leadership development “intra-preneur” with the American Red Cross in Colorado and at their National Headquarters in Washington, DC provided a unique laboratory for Francisco to build his skills as a community builder and leadership coach. For the last seven years Francisco has grown a successful executive coaching, strategy and leadership development practice by applying his expertise, experience and innovative “whole-person” approach to empowering other leaders. As a public speaker on leadership in adversity he is a storyteller who brings together the importance of inspiration and big thinking with the necessity of clear planning and decisiveness to achieving the brightness of the future.

Francisco currently serves as the Collective Impact Coach for San Antonio’s Excel Beyond the Bell Out of School Time Coalition. He is a member of the current Leadership San Antonio Class 39 cohort and is an active leader in the San Antonio Hispanic Chamber of Commerce Leadership Committee, the Rey Feo Consejo Educational Foundation and Co-Chairs the SA2020 Voter Turnout Working Group. He was the 2012 Lumina Foundation Coaching Fellow for San Antonio’s DiploMas Latino Student Success Partnership. In 2009 he was an American Marshall Memorial Fellow through the German Marshall Fund of the United States, a leadership/policy exchange program with the European Union for emerging leaders. He is the recipient of several national management excellence and diversity champion awards from American Red Cross. He holds a BA in Latin American Studies/Government from The University of Texas at Austin.



Barbara Greene

Barbara A. F. Greene is the Founder and CEO of Greene and Associates, Inc., a world-wide corporate talent development company. The organization focuses on Executive Coaching, Leadership Development, Succession Planning, Executive On-Boarding, Career Management, Career Transitioning, Mentoring and other human capital initiatives. She is best described as passionate—about her clients, about the community, and about her family. Barbara started as a sole practitioner and has grown Greene and Associates, Inc. globally to a partnership with Career Partners International, thanks to a 99% referral rate from client companies that include Fortune 50 companies and non-profit organizations. Her partnership with Career Partners International consists of 45 other countries and she hosted the annual meeting in 2013. She is recognized as an expert in her field, using innovative approaches to customizing services to client needs, often creating partnerships to provide an in-depth array of services to her clients.

As president of the San Antonio chapter of the National Association of Women Business Owners (NAWBO), Barbara accepted the National NAWBO Diversity Award in 2007 and served as chair for the program, An Income of Her Own, an entrepreneurial program for teens, with thousands participating over the years. Other volunteer leadership roles in which Barbara has served include co-chair of Texas Diversity Council Women’s Leadership Symposium in 2011 and 2012 (with the most money raised in the seven-year history of the program in 2011). She served as the 2014 Symposium Moderator and received the Texas Diversity Council CEO Award 2012. She received the DiversityFIRST™ Leadership Award from the Texas Diversity Council. The San Antonio Lighthouse for the Blind includes Barbara on their Advisory Council and the National Society of Hispanic MBA’s has selected Barbara to serve as their moderator for the C-Level Suite Program and other special programs. She was selected as an inaugural Mentor for ACCION Texas 2014 and the Master Leadership Program sponsored through United Way for 2014-2015. Barbara earned a master’s degree and bachelor’s degree and received the highest level of certification by the International Coach Federation, a Master Certified Coach (MCC) designation. A quote she believes in is “Alone We Can Do So Little, Together We Can Do So Much” by Helen Keller.



Clarence Lowe

Clarence Lowe is a retired USAF Veteran and CEO and Co-founder of Star Force USA in San Antonio, Texas – a nationally respected, leading-edge organizational development and training company, relentlessly committed to putting purpose and passion back into the workplace! Star Force specializes in designing and delivering innovative workforce empowerment solutions and provides clients with strategic consulting services and customized organizational, leadership, and personal development programs designed to increase individual and workplace performance. Their mission is to provide integrated, results-driven services in the fields of organizational development, business modeling, brand development, and executive and staff career transition coaching.

Clarence is an honors graduate of the School of Organizational Development at the University of Incarnate Word and an expert on issues involving leadership, change management and brand development. In his role as a Department of Defense trainer, speaker and curriculum developer, Clarence received numerous awards including the prestigious Top Instructor and Master Trainer awards. Prior to Star Force USA, Clarence served as Founder and President of Imagine, a company specializing in providing assessment, consultation and training in the areas of leadership development, change and adversity management, team building, and personal development. His most noted recent work has been in the area of non-profit staff development, helping leaders get the “vision thing” right, and his nationwide work with veteran career transition. He is also the new CEO and founder of North Point Community Solutions – an organization devoted to community revitalization and asset capacity management.

As an educator and motivational speaker, he is constantly seeking creative ways to foster dynamic learning environments, which promote the proper alignment of purpose, people and business processes. His self-described purpose in life is to help people and organizations: **Discover their Purpose, Delight in their Passion, and Dare to reach their full Potential!**