Meeting with EdTA & Good Insight

Educational Theatre Association
Chapter Leaders Listening Session
November 3, 2021
Your Team

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About Good Insight

Good Insight is an executive search firm and governance consultancy serving the social sector. Our speciality is nonprofit E.D. transitions, particularly for founders and long-term executives. Our mission is to connect good causes with great leaders.

WE VALUE

Authenticity | People of Over Process | Racial Equity
Role of a Search Firm

- Help internal stakeholders identify key priorities for the next leader
- Update recruitment materials, like job descriptions
- Market job broadly; connect with potential candidates 1-on-1
- Screen and shortlist candidates for the search committee’s review
- Facilitate multiple rounds of interviews and check references
- Provide technical assistance and advice throughout process
Role of a Search Committee

Ad hoc working group to oversee planning and selection of the transition process. Members are the Board’s delegated representatives.

Key tasks include:

• Understand the context of the transition
• Prepare for a leadership change
• Manage communications
• Search for, select, and hire the new executive
• Onboard and support the new executive
Equitable Hiring Practices

• Salary transparency.
• Commit to key factors in advance.
• Recruit and assess against factors.
• Structured interviews and scorecards.
• Train hiring teams on implicit bias.
• Keep consistency across interviews.
• Recruit with wide net.
• Aware of “elite” schools, “good housekeeping” stamp, referrals.
• Define “culture fit,” “executive presence,” “likeability.”
• Strong onboarding practices.
Our Process

Step 1: Discovery (October - December)
Purpose: clarify key requirements of the E.D. job
- Stakeholder Engagement
- Develop key findings
- Create job announcement

Step 2: Source & Screen Candidates (December - February)
Purpose: identify well-qualified prospects
- Good Insight networks, LinkedIn, industry-specific job boards, EdTA’s network
- Good Insight screening interviews
Our Process

Step 3: Interview & Select Candidates (March)

Purpose: identify and assess highest qualified candidates
- Steering Committee trained on Good Insight’s equitable hiring practices, EEO
- EdTA Steering Committee selects 5-6 candidates for initial interview
- ~3 interview rounds & reference checks for final candidates

4. Finalize & Onboard (April - May)

Purpose: ensure smooth transition for new executive
- Steering Committee & Board approval
- Planning for onboarding
EdTA Search Timeframe

Fall to Winter 2021
Engage stakeholders. Update JD.

Winter 2022
Passive & active recruitment
• Deadline mid- to late-February

Spring 2022
Interview process and select finalist.

Summer 2022
Start date
• Attend June conference
Listening Session
Small Group Discussion
Listening Session Intentions

• Both/And Thinking
• Make Space, Accept Space
• Speak from the “I”
• Assume Positive Intent
Listening Session Format

**Question 1:** What is 1 thing you think is currently great about EdTA, and 1 thing you'd like to see changed?

**Question 2:** In your opinion, what is the ideal relationship between the E.D. and the chapter leaders?

**Question 3:** Do chapter leaders have the resources to do their jobs well; and if not, what are additional resources you would find helpful for your community? (e.g., more funding, technology, marketing, recognition, staffing, communications channels, etc.)
Listening Session Recap
Contact Us

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