



**Sparks
Consulting**


Board Recruitment and Succession Planning

Cory Sparks

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Learning Objectives

- Building a recruitment plan around short- and long-term needs
 - Using a matrix to organize candidates
 - Developing a recruitment process
 - Planning a talent pipeline
- 



Building a Recruitment Plan



Not **who** we
know but **what**
we need

NEEDS ASSESSMENT



EXAMPLE





Diverse Talent
Deepens
impact



Developing a Recruitment Process



```
graph LR; A[Name Priorities] --> B[Establish objectives (workplan) for the board]; B --> C[Name recruitment priorities based on needs]; C --> D[Approach people with concrete roles which they can begin right away];
```

Name
Priorities

Establish
objectives
(workplan)
for the board



Name
recruitment
priorities
based on
needs

Approach
people with
concrete roles
which they
can begin
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Working the Process

1. Name a lead or form a task force to coordinate and ensure follow-up and momentum
2. Recruitment matrix to track priorities and candidates in pipeline
3. Process overview to clarify steps
4. About Us FAQ
5. Consider a Board application
6. Have an onboarding plan



Planning a Talent Pipeline



Look Toward the Long-term



Thomas Gilmore, "[The Importance of Linking Leadership Succession, Strategy, and Governance](#)," *Nonprofit Quarterly*, September 26, 2012



Closing Questions

- 1) What's the most important thing I learned today?**
 - 2) What are my next steps?**
- 



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