

Key Leadership Questions Boards Should Be Asking Now

This list is designed to support productive board-level discussions around leadership readiness, succession planning, and executive transitions.

Financial Goals & Executive Compensation

Yes No In Progress

Are financial goals and executive compensation properly benchmarked?

Succession Planning

Yes No In Progress

Do we have a succession plan in place for key leadership roles?

Organizational Structure

Yes No Needs Review

Is our organizational structure aligned with strategic priorities?

Anticipated Leadership Transitions

Yes No Unsure

Are leadership transitions likely in the year ahead?

Transition Readiness

Yes No In Progress

Are we prepared for both planned and unplanned executive transitions?

Executive Search Strategy

Yes No Needs Development

If a leadership transition occurs, do we have an executive search strategy and a trusted search partner in place?

Summary & Next Steps

Discuss next steps, timelines, and plans.



About KEES

KEES builds diverse teams and dynamic leaders for nonprofit and public sector organizations.

Nonprofits and mission-driven institutions provide essential services that strengthen our communities and society at large. To achieve their goals, they need visionary leadership and strong organizational infrastructure. That is where KEES comes in. Our work helps ensure missions are fulfilled, visions are realized, and organizations are empowered to do what they do best: change the world.

Our roots trace back to 2000, when *Alford Group Executive Search* (later *Alford Executive Search*) was launched by The Alford Group - one of the nation's leading consulting firms for nonprofits. In 2013, *KEES (Kistner Eddy Executive Services)* was founded as an expansion of Alford Executive Search. KEES Co-Founder Heather Eddy had served as a senior leader with both The Alford Group and Alford Executive Search from 1996 to 2013.

KEES is proudly certified as a woman-owned and operated business (51%+ owned, operated, and controlled by female U.S. citizens), with recognition through the Business Enterprise Program's Committee on Equity and Inclusion.

From day one, our founders envisioned KEES as more than an executive search firm. Today, we partner with nonprofits nationwide to deliver customized services that enhance operations, improve efficiency, and advance mission impact. Known for our personalized approach and exceptional placement longevity, KEES is committed to building strong, effective teams that endure.

Every member of our team brings first-hand nonprofit experience—as executive leaders, board members, and dedicated volunteers, paired with extensive training and consulting expertise. This unique combination enables us to support clients across the full spectrum of the nonprofit sector.

KEES specializes in top-tier executive searches, including positions such as President/CEO, Executive Director, CFO, COO/CAO, and other senior leadership roles. We also recruit for key functional positions, including Chief Program Officer, Chief Development Officer, and Vice Presidents or Directors of Development, Marketing, HR, and Program Strategy. Learn more at www.kees2success.com.

