

EXECUTIVE SEARCH

Find the Right Leader. Secure Your Organization's Future.

Leadership Transitions Shape Everything That Follows

Hiring a CEO or Executive Director is one of the most consequential decisions a nonprofit board will make. The right leader sets direction, shapes culture, builds trust with stakeholders, and carries your mission forward.

How We Help:

DBD Group partners with boards and search committees to design and guide a disciplined, mission-centered search — helping you identify a leader whose values, vision, and style align with your organization's future.

Our role is to provide clarity, steady counsel, and full support, allowing your board to focus on discernment while we manage the details and guide each step forward.



What You'll Gain:

A process built for you with four phases of full support. A search designed around your organization's priorities, culture, and long-term success that attracts top candidates, and ensures a smooth transition.

Discovery, Alignment & Leadership Profile Development

Design a tailored search process, align board and leadership on priorities, and develop a results-focused candidate profile.

Candidate Recruitment, Outreach & Evaluation

Leverage board networks and sector referrals to attract top candidates, then apply a rigorous evaluation rubric.

Finalist Engagement & Leadership Selection

Facilitate performance-based interviews, advise on assessments, and guide references and offer negotiations.

Leadership Transition & Organizational Integration

Build a strategic transition plan, identify key community leaders for engagement, and shape the CEO's 100-day agenda.

Ready to begin?

Discover how DBD Group can help you navigate a critical leadership transition with clarity, confidence, and care.

Contact us at:

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WWW.DBD.GROUP/CONTACT

WHY IT MATTERS

Leadership transitions are pivotal moments.

The right CEO brings clarity of vision, strength of character, and the ability to lead people through change—advancing your mission while building trust, momentum, and long-term sustainability.