

Executive Transition Assistance

Leadership change happens.

How will your community respond?

Attracting qualified candidates for an executive level position is, in many ways, the easiest part of filling a vacancy.

The more difficult task is determining how well a candidate will work with the governing body and with others to achieve the community's vision and priorities.



HOW DOES THE EXECUTIVE TRANSITION ASSISTANCE PROGRAM WORK?

Localities across the Commonwealth cope with how to most effectively replace their chief administrator (executive or manager). Our staff provides the right tools, personnel, and experience for this leadership transition period.

The Berkley Group offers a suite of services in the Executive Transition Assistance Program:

KEY LEADERSHIP

On-site Management

The Berkley Group places a qualified and seasoned manager to serve in the chief administrator's role and be on-site handling day-to-day operations, as well as facilitating staff efforts toward achieving the governing body's policies and objectives during the interim period. The locality determines the amount of on-site presence based on its needs.

KEY PROCESS

Executive Search

Matching lead candidates with the culture of the organization is essential. Berkley helps with this elusive, but key factor in making a successful hiring decision. The Berkley Group can assist with the development of the position description and qualifications, advertise the leadership position, analyze and vet applications, and assist with the interview process to provide valuable, neutral input.

KEY EVALUATION

Organizational Assessment

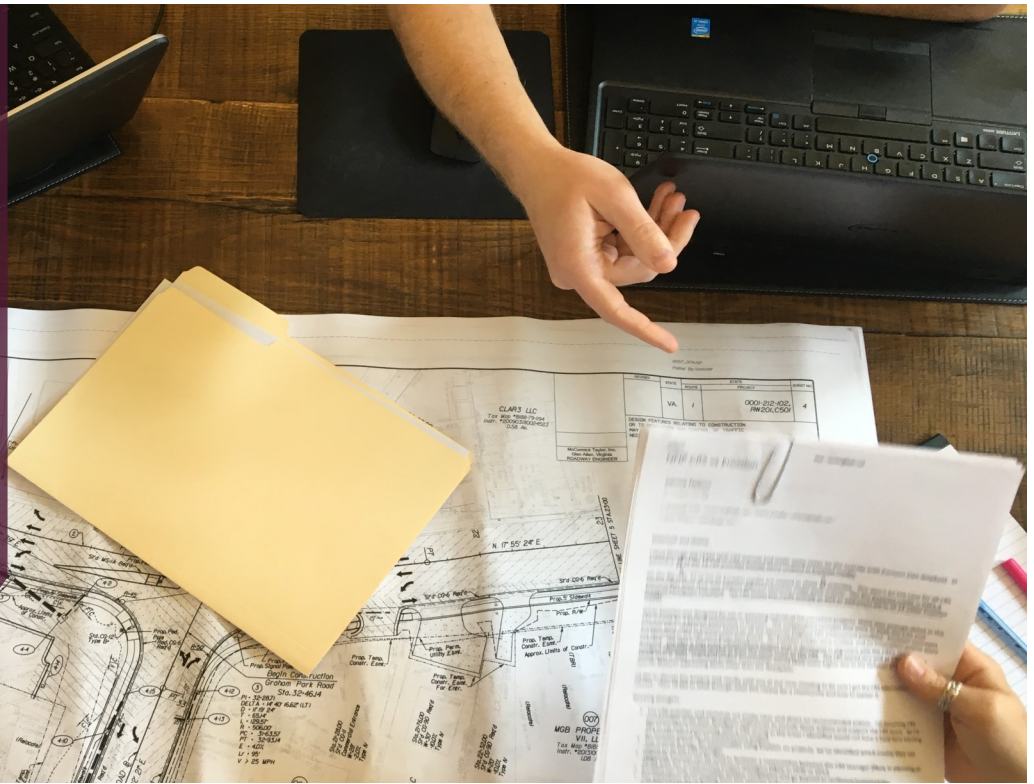
The Berkley Group performs a strategic assessment of the organization to evaluate what is working well and areas that can be improved. This comprehensive review provides a roadmap for the governing body and new chief administrator enabling them to operate more efficiently and effectively to achieve local priorities and objectives.

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ABOUT US

Helping localities achieve their goals is a passion for the Berkley Group's founders – Darren Coffey and Drew Williams. When they formed The Berkley Group in 2010, they did so with the belief that local government's resources are shrinking while expectations for delivering real-world results are greater than ever before.



OTHER SERVICES

We partner with local governments and public agencies to assist with an array of services. We work to be a true extension of your staff looking for modern solutions to multi-disciplined challenges. The Berkley Group services include:

- ◆ Auxiliary Town Hall
- ◆ Planning & Community Development
- ◆ Civic Engagement
- ◆ Emergency Management Planning
- ◆ Organizational Strategic Assessment
- ◆ Environmental Planning
- ◆ Historic Preservation Planning
- ◆ Resiliency/Sustainability

OUR EXPERTISE. YOUR SUCCESS.



The Berkley Group is a proud partner of the Virginia Association of Counties (VACo).



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