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<jobswatch@deweykaye.com> to your address book.

Wednesday, April 2, 2008



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Jobs Watch

Featured Jobs

Account Executive, Direct
Advantage Marketing -
Pittsburgh, PA

Director of Development,
Carnegie Library of Pittsburgh -
Pittsburgh, PA

**Director of Human
Resources (part-time)**, *Private
Family Foundation* - Pittsburgh,
PA

Executive Director, The
Pittsburgh Promise -
Pittsburgh, PA

Executive Director, Turtle
Creek Valley MH/MR -
Pittsburgh, PA

Financial Director, East End
Cooperative Ministry -
Pittsburgh, PA

[Click here to view the full list of
Jobs Watch postings](#)

Save the Date

Dewey & Kaye's 10th Annual
Nonprofit Symposium will be
held on **Friday, June 20th,
2008**. More details to come.

Calendar of Events

The Interview: Questions Answered

Dewey & Kaye is pleased to

Interim Management Services

A New Practice of Dewey & Kaye

Executive leadership transitions are challenging and risky for organizations and yet offer unique opportunities for reflection and growth. Our region, as a mirror of national trends, is experiencing a growing number of executive departures as the first wave of the Baby Boom Generation exit from leadership positions. Region-wide, a number of esteemed and relied upon long-term leaders have stepped out of their role. 10-12% of nonprofit executives leave their positions annually; the generation shift will increase this percentage even further.

Responding to the demonstrated need in our community for transitional leadership, Dewey & Kaye is now offering Interim Management Services (IMS). IMS is a proven strategic approach to planning and managing the organizational transition process. With a focus on minimizing the risk and capturing all of the opportunities inherent in an organizational transition, Dewey & Kaye-trained interim managers will support an organization through leadership transition as Executive Directors, Directors of Development or in other senior level positions.

This emerging form of organizational capacity building has quickly established itself and is growing rapidly across the country. The number of organizations using interim services and the investment in the services by funders will continue to grow. Twenty years ago, very few nonprofit organizations were guided by a strategic plan. Now, it is a firmly established practice for organizations to have a strategic plan. Interim Management Services is an emerging capacity-building practice with similar transformative power for individual organizations and the sector.

While not all organizations in transition require an interim executive, research and client interactions at Dewey & Kaye suggest that those groups that use skilled interim executives emerge stronger, more financially sound, and with high levels of optimism about the future impact of their agency services. The use of interims represents a powerful strategy, one we believe nonprofits should carefully consider when addressing the challenges of their next leadership transition.

While existing board members and agency managers may well have

offer this Career Development Center workshop for job seekers. This workshop will teach you the elements of effective job interviewing. It will give you tips and techniques on how to answer interview questions in a clear, concise manner. Call to reserve your spot in this FREE upcoming workshop which will be held on Tuesday, April 8, 2008 from 12:00 – 2:00 at Dewey & Kaye. Space is limited, so please contact Linsey Marshall at lmrmarshall@deweykaye.com or 412-434-1335 to reserve your spot. [Click here](#) to view a schedule of upcoming workshops.

Announcements

Dewey & Kaye and
Benevon Present:

Major Gifts: Finding the Perfect Donors
May 29, 2008

What would it look like to have an ever-increasing stream of major donors who love your mission? To learn more about this free seminar on how to create sustainable funding for your nonprofit, [click here](#) for complete details and how to register.

Dewey & Kaye and the
Carnegie Library
Foundation Center Present:

Tools for Teambuilding with your Staff and Board
April 21, 2008

In this workshop we will present an overview of several tools we have found to be effective in Staff and/or Board Retreats. Participants will be able to preview the DiSC Behavioral Profile and will receive insight into their own style and its value to the teams they serve.

solid administrative skills, they are not well-positioned to take full advantage of the renewal opportunities presented by a leadership transition. The interim manager can take on a critical change effort for the agency's welfare without having to pay as close attention to his or her own personal relationships with the agency.

For similar reasons, it is important that the interim manager not be a candidate for permanent hire. The interim seeking to sell his or her candidacy for regular hire will be tempted to avoid confronting any issues that might alienate those who will make or influence the hiring decision. An agency looking to take full advantage of the power of a transition is best served by hiring a compassionate change agent, unencumbered by a personal agenda.

As we launch our new service, we encourage the community to learn more about the impact of leadership transitions. We are happy to meet with Board members and organizational leadership. To learn more about Interim Management Services, please contact Michelle Pagano Heck, Manager of Interim Management Services at 412-434-1335 or mheck@deweykaye.com.

How can JobsWatch and Mosaic help me?

Dewey & Kaye provides retained executive search and transition management services for our clients. While we're not an employment agency or placement service, we do provide a service to individuals interested in employment and organizations seeking an employee in the nonprofit sector.

JobsWatch is a webpage which lists current nonprofit job openings and is updated as postings are received. Please visit our webpage at www.deweykaye.com/jobswatch.

Mosaic, a free electronic newsletter published twice every month by Dewey & Kaye, keeps nonprofit, foundation and association leaders in the know on issues related to regional job opportunities, talent management, succession planning, management best practices, trends and events of interest. If you are not already a subscriber, join over 7,000 current subscribers by simply sending a blank email to join-dkijobswatch@jobswatch.dkiinc.com.

The instructor will be Leslie Bonner, Senior Consultant with Dewey & Kaye who has 20 years of experience in Board, Team, and Leadership development.

Monday, April 21, 2008

9:30 -12:00

**Carnegie Library -
Foundation Center**

Fee: \$15

**Call 412-281-7143 to
register.**

Mosaic Tip

Currently, the insurance market is soft; now is a great time to inventory your organization's different types of insurance and think about where you can find costs savings. Don't hesitate to ask brokers for special considerations; you may get these at no cost!

Mosaic Subscribers

Since our last issue, 43 new subscribers have joined the Mosaic community!



The Dewey & Kaye division of McCrorry & McDowell LLC provides strategy development, planning, financial sustainability, facilitation, training and executive search services to help nonprofits, foundations, community collaboratives and government agencies address strategic, operational and administrative issues.

Founded in 1951, McCrorry & McDowell LLC today ranks as one of the largest accounting and consulting firms in the region, offering a wide range of services through distinct, but integrated groups that include Dewey & Kaye, Diversified Medical Management, Three Rivers Institute, and McCrorry & McDowell's accounting, tax, and business consulting practices.

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