



Executive Transition

Preserve Momentum. Support Change. Lead with Stability.

Leadership change isn't just a moment—it's a strategic phase in your school's journey. We specialize in designing transitions that strengthen culture, protect strategic progress, and prepare your next leader for long-term success.

Whether it's planned retirement, unexpected departure, or onboarding a new hire, we provide structure, clarity, and confidence at every step of the process.

- ☒ **Strategic Transition Planning**
We develop clear, time-bound plans with milestones, communication guidance, and accountability to guide your board, outgoing leader, and leadership team.
- ☒ **Support for Outgoing & Incoming Leaders**
We facilitate knowledge transfer and intentional transition conversations to ensure shared understanding and mutual trust.
- ☒ **Cultural & Community Alignment**
We ensure alignment with your school's mission, values, and community identity—so your next leader is set up to lead with authenticity from day one.
- ☒ **Operational & Strategic Continuity**
We protect momentum by aligning your strategic priorities, maintaining clarity for staff, and avoiding disruption during the transition.
- ☒ **Culturally Fluent & Deaf-Led**
No crash course needed—our team brings lived experience and trusted insight into Deaf education spaces.

We've supported Deaf schools and programs across the country through smooth, strategic leadership transitions. Our structured, culturally fluent approach ensures every transition is steady, inclusive, and aligned with your school's mission.

Let's prepare your school for what's next—with confidence and clarity.

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Our Transition Process

- 1 PLAN**
Align key dates, expectations, and responsibilities
- 2 PREPARE**
Support board and leadership teams to communicate effectively
- 3 ENGAGE**
Introduce the new leader with clarity and transparency
- 4 HANDOFF**
Facilitate transition meetings and documentation transfer
- 5 SUPPORT**
Provide onboarding guidance and strategic continuity coaching

