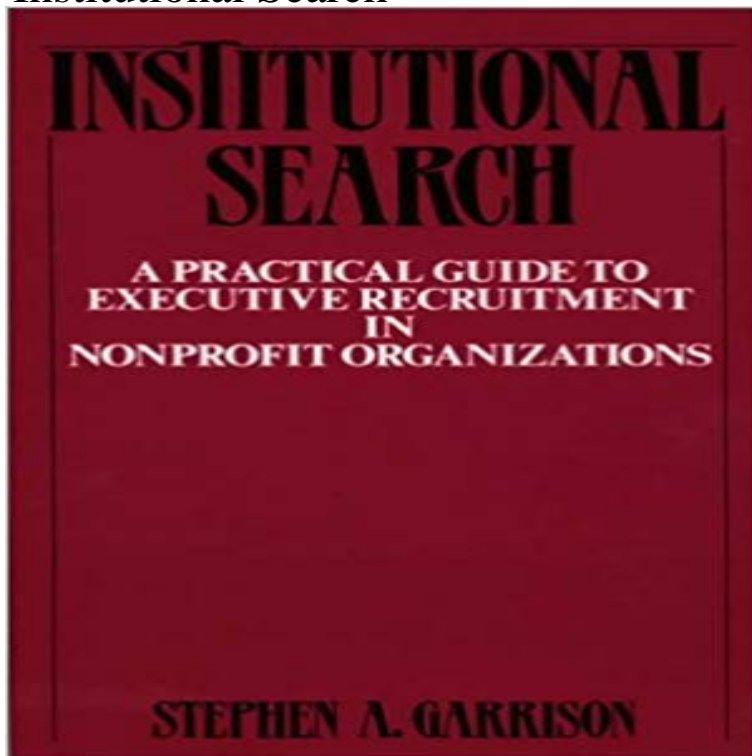


Institutional Search



Written by a top search professional, this book presents all the information required for a nonprofit organization to organize and successfully undertake an executive search. The step-by-step approach takes the reader through the stages of the process and includes specific examples. Stephen A. Garrison's *Institutional Search* meets a critical need. . . . It reflects not only a sound conceptual basis for seeking new leadership . . . it also contains a wealth of exceptionally valuable practical guidance. The authors' many years of experience in the field have been applied in a most creative way. Any governing board contemplating a presidential search ought to consult this work at an early stage.

Robert M. O'Neil, President, University of Virginia, Charlottesville

Written by a top search professional, this book presents all the information required to organize and successfully undertake an executive search for a nonprofit organization. The step-by-step approach takes the reader through the stages of the process and includes specific examples. The author notes that nonprofit organizations generally tend to form new search committees for each search, so the committees may lack organization or experience. This book focuses on the political aspects of the process, a lack of understanding of which generally precludes a successful search. All nonprofit organizations--including universities, symphonies, opera companies, museums, foundations, park boards, commissions, and municipal councils--will find this book a valuable resource. *Institutional Search* is organized around the process of the search. First, an analysis of the nonprofit institution provides background. Then, an overview of the search process leads to search committee formation, search specifications, nominations, the screening process, confidentiality, and cooperation within the

committee. How to assess, research, approach and interview candidates is analyzed in depth. Other topics such as spousal relations, reference checking, closure, and introducing the individual hired to the organization are described. Institutional Search is a resource that provides search committees with an effective tool to aid in the complex search process.

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