

Impacts and Outcomes of CEO Restructuring

Assessing the competencies, responsibilities, and/or time usage of the CEO and/or Senior Staff provides the data that should be a key component in the decision making process regarding restructuring. These activities also provide valuable insights for strategic planning, future hiring, professional development opportunities, staff advancement, performance review and other applications to strengthen the congruence between the current functions/skill-sets of the team and those necessary to lead and operate a 21st century media entity.

For Stations:

- Staff with a broad set of competencies to meet operational needs
- Reduction of gaps in skills to meet operational priorities
- Opportunity for adapting needed competencies through professional development, planning, or future hire to meet needs

For CEOs/CEOs & Senior Staff:

- Increased awareness of their skill-set, competencies, strengths, gaps
- Data on number of hours per week spent on specific functions such as email/calls, supervision, planning, meetings, etc.
- Data on inefficient uses of time such as office drop-ins/interruptions, travel time to meetings/events, “putting out fires,” resolving staff conflicts, etc.
- Data to support the need for administrative assistance or strategies for more effective utilization of existing support staff
- Opportunities to increase individual/staff efficiency and productivity
- Data to support gate-keeping strategies to “protect” or “reclaim” time
- Potential responsibilities/functions for elimination or reassignment
- Work time focused on position/station priorities

For Development Staff:

- Data reflecting the time investment of the CEO in support of their efforts
- Assurance that the CEO is assessing their skills and competencies related to development activities and making time for additional skill building where needed
- Assurance that the station has competent leadership leading the major functions and competency areas for the station; these functions form the foundation of the case for support articulated to major donors demonstrating the organization as a sound investment for the benefit of the community
- Awareness of the competencies of senior staff to engage with current and prospective donors, to articulate the case for support, and to steward the programs/initiatives funded through major gifts.

For Volunteer Leaders:

- CEO focused on strategic priorities of the station
- Greater investment of CEO time and effort in support of Board involvement in Development activities
- CEO access to professional development/training, support and resources for board engagement in major-giving, development and community engagement objectives.