

Keeling Associates

Pre-Placement Reviews

Set your next campus leader up for success!

Strengthen your leadership transition with a pre-placement review of your unit's structures, operations, policies, and procedures to clarify priorities and challenges — ensuring your new leader is ideally suited and aligned with your institution's needs.

Effective leadership transitions often require colleges and universities to reassess the structures, operations, programs, and procedures in place in a division or department to clarify priorities, identify critical steps before recruitment begins, and empower the incoming leader to make meaningful contributions from their first day. *Knowing exactly what you need increases the chances of getting what you want.*

K&A brings over twenty years of experience conducting more than 175 reviews across a variety of college and university settings, including student affairs departments, health and counseling centers, and diversity, equity, and inclusion offices. Our Pre-Placement Reviews integrate seamlessly into our Executive Search and Interim Placement Services. We design them to align search or placement efforts with the most important departmental and institutional goals before identifying the next leader.

Preparing the Foundation for Success

Our Pre-Placement Reviews are built on collaboration, analysis, and actionable insights, offering a tailored approach that reflects your institution's values and priorities.

The Pre-Placement Review provides your institution the opportunity to:

- ▶ Evaluate organizational structure, staffing, and governance, with clarity on its current state and future goals
- ▶ Benchmark operations against industry best practices
- ▶ Identify opportunities for innovation, collaboration, and alignment with institutional priorities
- ▶ Set a clear vision and actionable goals for the incoming leader to build upon, ensuring early and sustained success

We offer discounts for institutions that bundle a Pre-Placement Review with an Executive Search and/or Interim Placement. This integrated approach ensures your leadership transition is rooted in a comprehensive understanding of your department's needs, saving time and resources while maximizing results.

Let us help you prepare for a leadership transition that transforms your division or department and strengthens your institution. Contact us at info@keelingassociates.com to learn how we can set the stage for your next leader's success.