



Greenhouse E3

# Board Consulting Services

Preparing you for what's next



## Who We Are

Greenhouse E3 is a national nonprofit that supports & develops CEOs for the Charter Management Organization (CMO) sector.

Greenhouse E3 was founded by current & former CMO CEOs who saw two long-standing & unmet needs in the sector: CEOs who are more racially representative of the students they serve & support and development for new CEOs, especially during their first few years.

Partnering with local organizations, CMOs, CEOs & philanthropy, Greenhouse E3 is replicating a proven program across the country. Through our work, the sector will have the leadership necessary to ensure the continued stability, performance & growth of CMOs, which currently serve over 3.7 million students across the country.

## Board Consulting



### Target Audience

Charter schools or CMOs preparing for a CEO or Senior Leader transition 0-36 months away.



### Virtual Coaching

Meeting regularly with your Board Chair & CEO, we will advise you through every step of the transition process based on our years of personal experience.



### Board Retreat

Bringing together your Board, Chair, Committee and/or CEO, we will create sessions tailored to your unique organization & transition plan.



### On Site Consultancy

Targeted solution planning session where you can flexibly deploy our team based on your needs: from strategizing your CEO selection process, to selecting a recruiter or search firm, or structuring your relationship with the incoming CEO.

## EXPAND YOUR IMPACT

Find out more about how we can help your board at every step.

[www.greenhouseE3.org](http://www.greenhouseE3.org)

## About Board Services

Greenhouse provides Board Consulting for CEO or Senior Leader transitions, beginning with the critical work before, during & after selection of a new CEO. Our consulting work can include: board advising on developing a CEO transition plan 12-18 months prior, board planning for succession, hiring a new CEO, communication planning, supporting a new CEO & evaluation systems.

Our services will be customized to your unique needs. You will work with our team of executives who share over 10 decades of leading CMOs. Together, we have compiled best practices & research to support any school system & board through a CEO transition.

## Our Team



**Veronica Conforme**  
Former CEO, UP  
Education Network



**James Willcox**  
Former CEO, Aspire  
Public Schools



**Malka Borrego**  
Founder & Former CEO,  
Equitas Academy



**Jessica Akoto**  
Former CEO,  
KIPP Philadelphia

Our team shares over 10 decades of experience serving as CEO to CMOs across the country & extensive experience supporting charter organizations through CEO transitions.



Greenhouse has been flexible in meeting my shifting needs. They have shared a massive amount of resources with me. I am thankful for their support.

- Current E3+ CEO

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