

# conneradvisory

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Hello colleagues,

Being the chief executive of an international civil society organization (ICSO) has rarely been easy. One is under constant pressure to deliver critical humanitarian or development aid, often with insufficient resources. Now executive officers are faced with a set of even more significant challenges—draconian cuts in state-sponsored funding, political and military barriers to providing aid to many in need, attacks on core values of the sector, and a host of concurrent crises putting millions at risk of death or suffering. It is little wonder that, according to many observers, we are witnessing high levels of turnover among chief executives in the sector.



However, the findings in our [new report](#) reveal that while the environment within which ICSOs operate has never been more daunting, it is not the primary reason for this churn at the highest level of leadership.

Over the past six months, Conner Advisory and the International Civil Society Centre have conducted a joint research initiative involving senior executives from across the sector. From our extensive interviews, we have been able to clarify the factors that have led chief executives to vacate their positions. What's more, we have identified the success patterns that have allowed other leaders to thrive despite the challenges with which they must contend.



These findings provided the basis for a set of recommendations aimed at chief executives and their boards.

We look forward to hearing from you—your reactions, questions, and insights.

*Ed Boswell, Co-Founder, Conner Advisory*

*Wolfgang Jamann, Executive Director, International Civil Society Centre*

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## SUCCESS PATTERNS OF ICSO EXECUTIVES

*Preliminary Findings from a Research Project Conducted by The International Civil  
Society Centre and Conner Advisory*



[Download \*\*Success Patterns of ICSO Executives.\*\*](#)

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