



Search Readiness Matters: Preparing Your School for a Successful Leadership Transition

Who: Heads of School, Board Members, HR, Division Heads

When: Thursday, April 9th, 2026 from 9:00 to 10:00 a.m.

Where: Virtual on Zoom

Description:

A leadership search does not begin with posting a position. It begins with readiness. Schools that invest time upfront in alignment, clarity, and preparation consistently experience stronger candidate pools, smoother processes, and better long-term outcomes.

In this interactive session, Tim Viands and Chris Brueningsen of IndySchool Consultancy will guide participants through the critical elements of leadership search readiness. Prior to the workshop, attendees will complete ISC's Leadership Search Readiness Assessment. The live session will build directly on those results, helping participants interpret what their data is actually telling them and how to act on it.

Through facilitated discussion and applied examples, participants will examine what boards and leadership teams should address before launching any search, including governance roles, stakeholder alignment, role definition, timeline realism, and internal capacity. Participants will leave with a clear direction and actionable framework for preparing their school for any leadership search, reducing risk and improving outcomes from day one.

Bio:

Tim Viands: President, IndySchool Consultancy



With over two decades of experience in independent schools, Tim Viands brings a wealth of knowledge and insight to his role as President of IndySchool Consultancy. As a former teacher, administrator, and Head of School, Tim understands the challenges and opportunities facing schools today. He is passionate about partnering with schools to find exceptional leaders, build strong governance structures, and achieve their strategic goals.

- **Free for those schools who purchased a speaker series subscription.**
- **\$50 per attendee for those schools who have chosen "A la Carte".**