

**Associations West
ELEVATE Conference
Monday, April 13**

**When to Let Go
The Art and Hear of Sunsetting Programs and Organizations**

Three association execs share three different sunsetting stories through four decision making lenses.

Setting the Stage

Think about a program or a campaign in your organization that may be approaching the end. What might be holding you back from having the 'let go' conversations or initiating change?

Highlights to Remember

Program or Event
Brand
Organization

**Table Talk Exercises
Looking Through Four Decision Making Lenses**

Leadership

Think of a recent failure. What leadership behavior would have transformed it from a setback into an accelerator?

Highlights to Remember

Board of Directors Responsibilities
Decision Making Pathways

Finance and Operations

What parts of your operational workflow needs to be addressed when a program stops?

Highlight

Finance, Budgets, Contracts
Internal and External Communication Plan

Process

What decision in your process takes too long today—and how is it impacting the decision-making process?

Highlight

Process Flow

Emotional

When a cherished project has to end, what emotions surface on your team—and how can leaders honor that emotional investment while still moving the organization forward?

How do you ensure your team feels valued—not dismissed—when a project they've poured themselves into gets shut down?

Highlight

Ladder of Inference: Grief, Hostility

Gallery Walk

Go to the poster you most want to dialogue on based on where you are in the process of letting go or want to explore further. Use one of the tool(s) we've shared and walk through this lens.??? Think about this....

Reach out to Learn How We Did It**Laurel Nava, CAE**

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Sunsetting a Program

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Sunsetting a Program and Brand

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Sunsetting an Organization