

Leadership in Uncertain Times

The logo consists of the lowercase letters 'fiō' in a dark teal color, centered within a white circle. The background of the slide features a pattern of diagonal, wavy lines in shades of green and teal.

fiō



*CEO Exchange – Session 1
In Partnership with
CT Community Nonprofit Alliance*

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Fio Partners. We help leaders make better decisions.



Since 2007, Fio Partners has worked with more than 500 nonprofit organizations, foundations, and government entities nationally.



Welcome to the CEO Exchange



What is the CEO Exchange?

- **In-person, peer-to-peer exchange:** Share experiences, challenges, ideas, and practical solutions with fellow nonprofit CEOs.
- **Supported facilitation:** Conversations guided by experienced consultants from Fio Partners.
- **Flexible participation:** Attend the quarterly sessions that interest you—no ongoing commitment required.
- **Complimentary access:** Available at no cost to CEOs and Executive Directors of Alliance member organizations.

Dates + Topics:

Wednesdays 9-11AM in Rocky Hill, In-Person

November 18, 2026 | *Better Boards: A Dialogue Exploring the Board-CEO Partnership*

February 17, 2027 | *Aligning Your Team: Building Plans That Drive Impact*

May 19, 2027 | *Leadership Transitions and Succession Planning Strategies*

August 25, 2027 | *Collaborative Models and Options*

November 17, 2027 | *Finding the Right Leadership Talent*

What to Expect



Networking and Connection Building



Topic Exploration



Small Group Discussion + Report-Outs



Open Reflection

Building Leadership Connections



SPEED CHATTING QUESTIONS TO EXPLORE

- **What was your first job and what did you learn?**
- **What brings you joy in your life?**
- **What is something that has happened recently that you are proud of?**
- **What will be your legacy as a leader of your organization?**



Leadership in Uncertain Times



Acknowledging the Moment







Navigating the Moment



**Start with leaning in.
Start with support and care.**



Check-on on the bus.



**Recommit to
your vision,
our beliefs,
and your
values.**



A detailed close-up photograph of a mechanical watch movement. The image shows several interlocking gears of different sizes, some with a polished brass finish and others with a dark, textured metal finish. The gears are mounted on metal plates, which are secured with various screws, including some with purple-colored heads. The lighting highlights the intricate textures and metallic surfaces of the components.

**Understand
what business
you are in.**

**Know when and
how to make
tough calls.**



Charting Your Course



**Map the
future that
has yet to
come.**



Know when to fight.



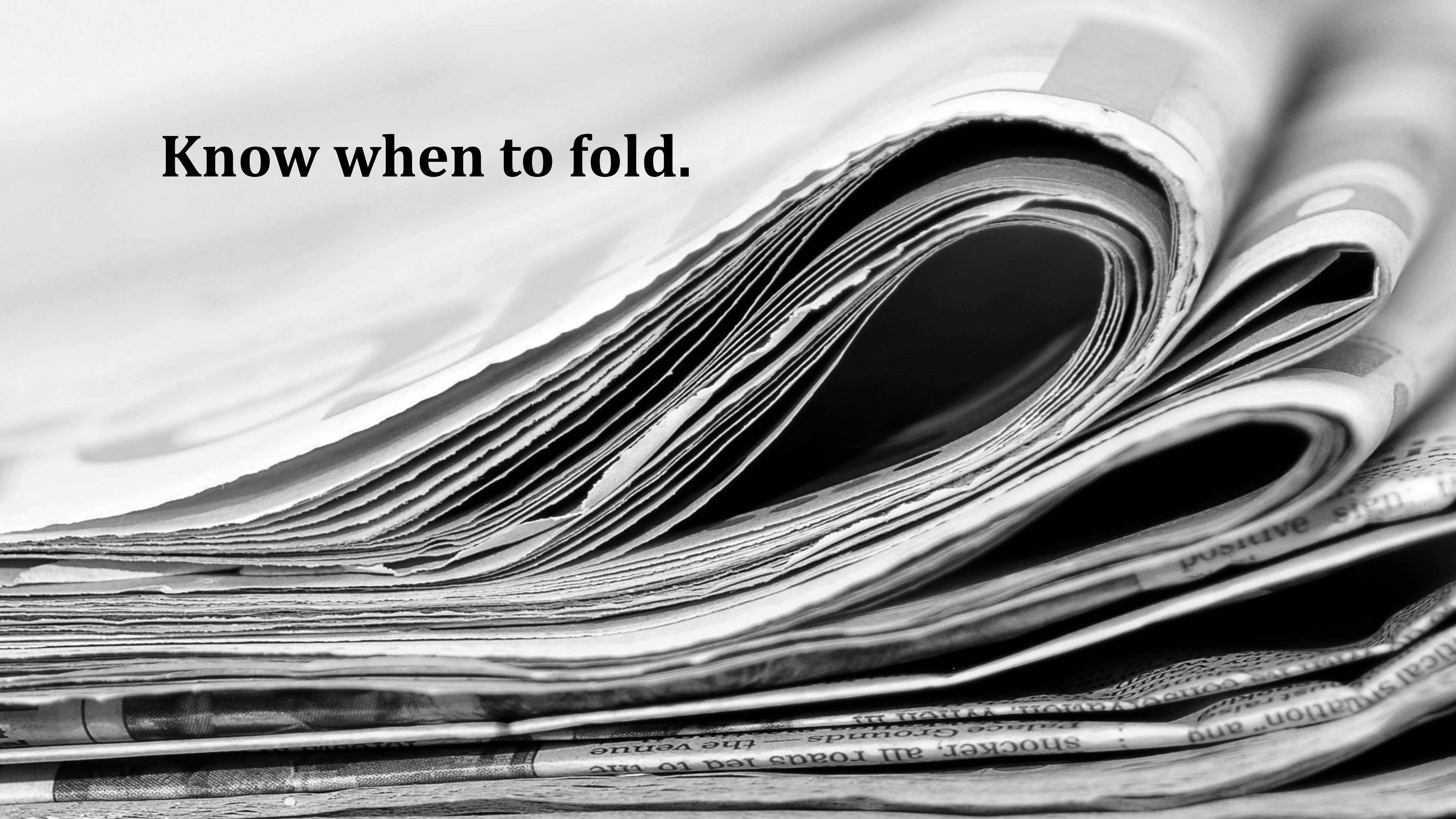
A close-up, top-down view of a dart hitting the bullseye of a target. The target consists of concentric circles in teal and beige. The bullseye is a small red circle. The dart has a black flight, a black shaft, and a green barrel with a textured grip. A long, dark shadow of the dart is cast across the target from the bottom left. The text "Be passionate about the ends not the means." is written in white, serif font in the upper right quadrant.

Be passionate
about the ends
not the means.

**Break things that
should be broken.**



Know when to fold.





Play well with
others and
make friends
quickly.

A large school of colorful cichlid fish swimming in an aquarium. The fish are in various colors including orange, blue, and white, and are swimming in different directions. The background is a soft, out-of-focus blue and green, suggesting an underwater environment. The text is overlaid on the right side of the image.

**Activate and
engage your
community of
support.**

Leading Through



**Take time
to rest.**



**Celebrate the
“bright spots”.**



A wide-angle, low-perspective shot of a two-lane asphalt road stretching straight to the horizon. The road is flanked by flat, open land with sparse vegetation. In the distance, a small herd of animals is visible on the left side of the road. The sky is filled with soft, white clouds. The overall tone is contemplative and serene.

**Control your
own destiny.**

Sharing Our Perspectives: What Does It Take To Lead Now



Discussion + Reflection

- **What's Different:** What does leadership require from us today that may be different from what it required five or ten years ago?
- **What's Hard:** Where are you finding it hardest to lead right now, and what are you learning about yourself as a leader in those moments?
- **What Helps:** What resources or supports are most helpful to you as leader as you navigate this moment? What types of support are seeking to secure in the next 12-18 months?

Thank you!

See you on November 18th!

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