



**TransitionWorks**  
Because Change Happens

# Creating Sustainability: An Integrated Approach to Succession Planning

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# Agenda

- Relationship between Succession Planning, Talent Management, Leadership Legacy and Transition Planning
- Panel on creating a leadership pipeline
- Readiness for leadership change
- Next Steps

# *Change in Leadership is Inevitable*

At some time, at some point, every leader will move on. Change offers us an opportunity for a different way, a different perspective.

Successful organizations have both the stability and the resiliency to respond to chief executive and board chair leadership change .

# Succession Planning

- Ensure organization's preparedness to thrive *when the leader leaves*
- Establish emergency succession plan for all members of senior leadership team
- Integrate succession planning with strategic planning

# Talent Management

- Foster culture of growth and development for senior staff and board members
- Create environment which encourages ownership, responsibility and accountability
- Maintain dynamic performance goals for all levels of staff and board members

# Your Leadership Legacy

- Identify aspects of your current leadership role that keeps you engaged
- Promote effective succession planning through delegation and coaching
- Develop methods to enhance your executive team's leadership
- Revisit your vision for the organization

