

# Leadership Succession

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# Succession Plans ...

- A plan that helps to identify and develop new leaders
- A proactive and systematic investment in building a pipeline of leaders within an organization
- Preparation before there is a need

# Why is it so difficult to create a plan?

- Few leaders want to think about leaving their position of leadership
- Few role models exist
- Few conversations occur
- Persons who should be thinking about a plan have little knowledge from which to build

# When do we need a plan?

- The number of managers in the right age bracket for leadership roles will drop by 30 percent in the next 10 years
- Two out of every three CEOs have indicated that they will step down in the next 10 years
- Between 60 and 75 percent of all nonprofit executives will leave their position in the next 5 years
- Ten to 15 percent of all nonprofit executives leave their positions annually

# What is it all about?

- Succession planning is:
  - Proactive
  - Systematic
  - Multi-year
  - Involves mentoring, coaching, and development

# How do we begin to create a plan?

- Engage our leaders in the conversation
- Map out a vision of where the organization might be in ten years
- Identify future leaders through consultation and conversation
- Communicate career paths to others

# Questions and Discussion