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