

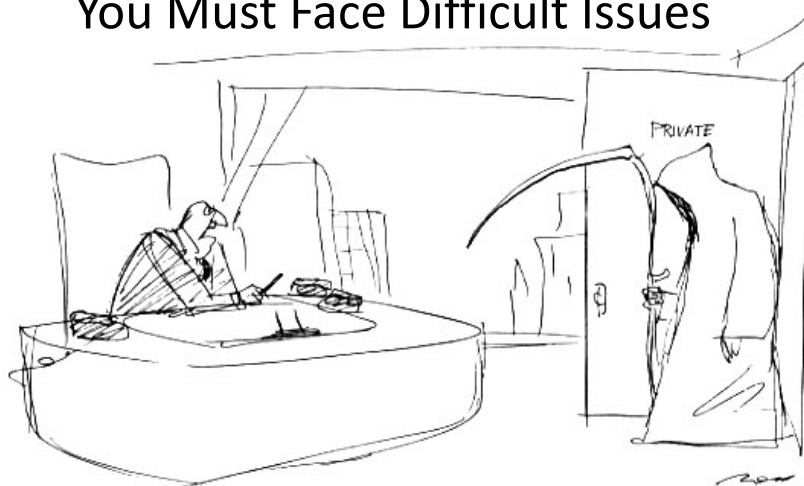


## Successful Succession: How to Prepare for a Leadership Transition in Your Organization

**34<sup>th</sup> Annual Nonprofit Organizations Institute**

Josh Baron  
Partner  
December 2, 2016

For a Successful Succession Process,  
You Must Face Difficult Issues



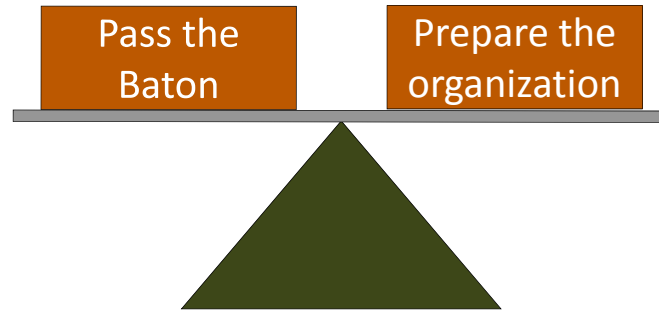
*“Who the hell are you? And how did you get past Miss Merryweather?”*



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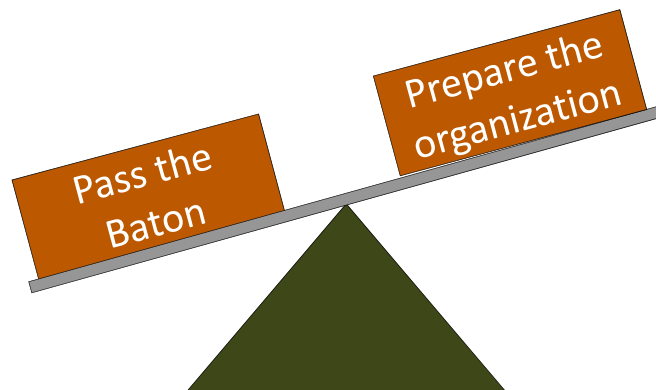
Succession planning requires a balancing act



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Choosing the next leader often receives disproportionate attention



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## Preparing the organization

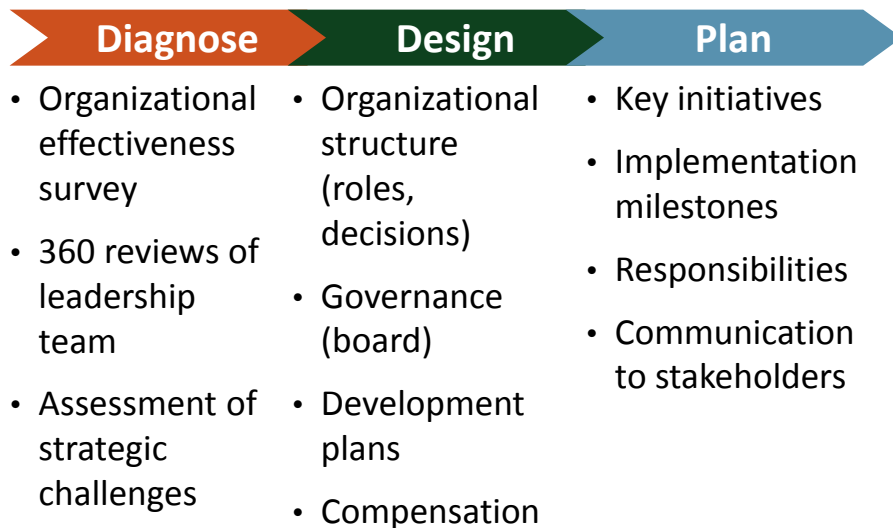
- I. Recognize the up-coming transition will have a large effect on:
  - A. Individual careers
  - B. Organizational capabilities
  - C. Organizational structure
  - D. Strategic focus
  
- II. Readiness means you assess and plan for the necessary changes:
  - A. Map the career paths of high-potential managers; plan to “lock in” the key players
  - B. Do a “deep dive” to assess the organization’s capabilities, given the strategic challenges ahead
  - C. Rethink the structure; imagine how the current organization could “morph” into the future structure



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## Organizational preparation process



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## Title search: Successful Succession: How to Prepare for a Leadership Transition in Your Organization

Also available as part of the eCourse

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34<sup>th</sup> Annual Nonprofit Organizations Institute session

"Successful Succession: How to Prepare for a Leadership Transition in Your Organization"