



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

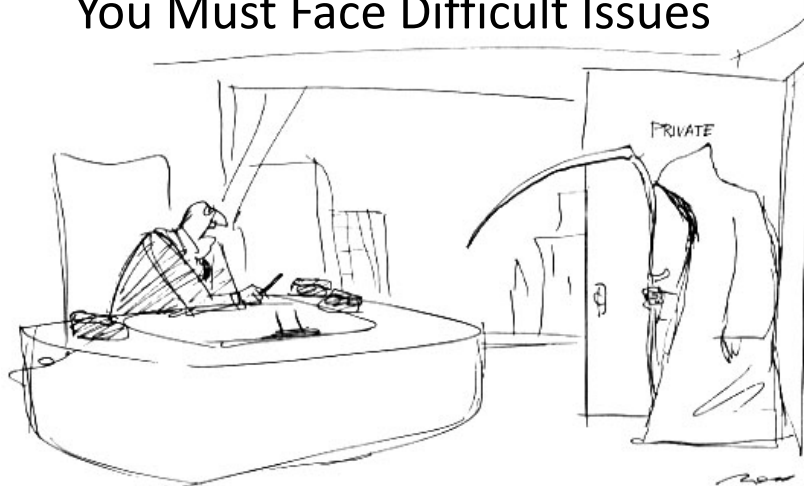
34th Annual Nonprofit Organizations Institute

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**For a Successful Succession Process,
You Must Face Difficult Issues**



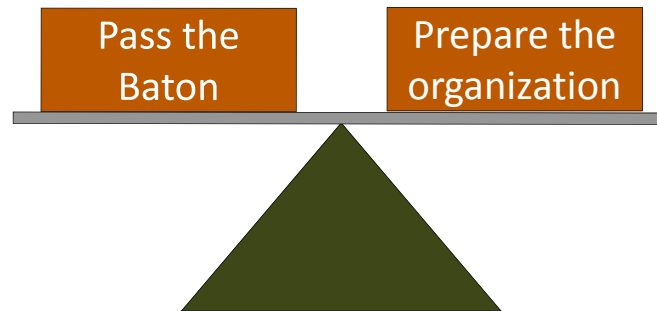
“Who the hell are you? And how did you get past Miss Merryweather?”



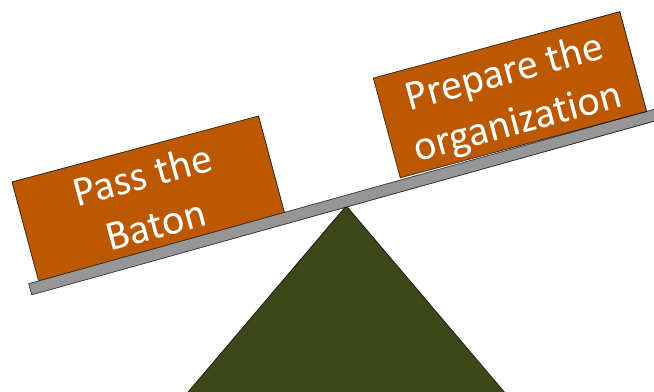
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Succession planning requires a balancing act



Choosing the next leader often receives disproportionate attention



Preparing the organization

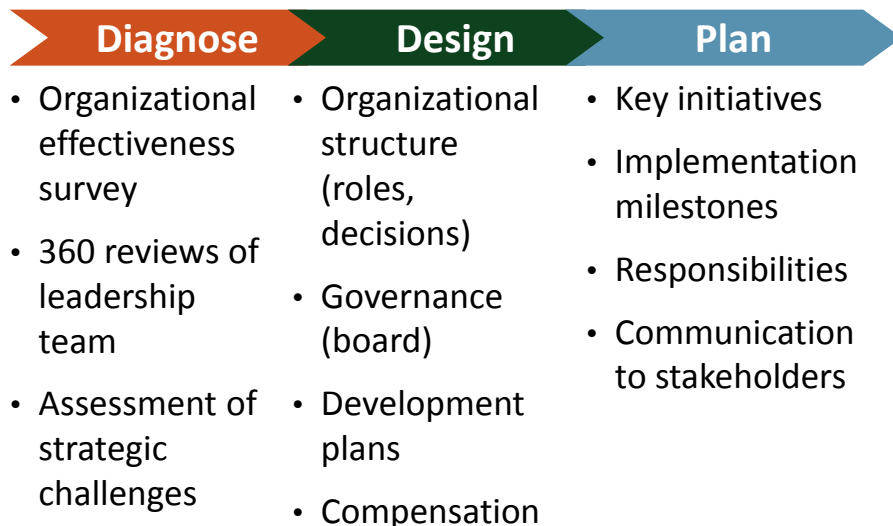
- I. Recognize the up-coming transition will have a large effect on:
 - A. Individual careers
 - B. Organizational capabilities
 - C. Organizational structure
 - D. Strategic focus
- II. Readiness means you assess and plan for the necessary changes:
 - A. Map the career paths of high-potential managers; 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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