



SUCCESSION PLANNING RETREATS FOR NON- PROFIT ORGANIZATIONS

Succession. Sooner or later every organization deals with it. And non-profit organizations are no exception. Some of the challenges include ensuring that the right successor is chosen, that there is alignment between the organization's needs and the candidate's capabilities and style, and that the timing is right. Furthermore, managing a seamless transition between the incumbent and the incoming person becomes an even tougher challenge if the organization has not taken a proactive approach to planning and implementing succession.

As current Non-Profit leaders approach retirement, an unprecedented number of non-profit organizations find themselves dealing with Succession. Most non-profit leaders today are pioneers in the field with high passion for the mission of their organization. As they approach retirement age, they are beginning to focus on ways to leave a lasting legacy behind, and leave their organizations in the hands of capable leadership.



Our surveys indicate that while some leaders opt for partial retirement, others only want to change their involvement with the organization, and many more are choosing to retire completely.

Board members have to grapple with replacing CEO's and other C-Level staff and helping the organization through the transition.

Employees who have served the organization faithfully for many years await the passing of the baton with anticipation, anxious for a smooth transition.

So what should the CEO, her C-level staff, and the Board do to ensure leadership continuity in the face of succession planning?

We have developed two products to help organizations begin the exploration of succession in relation to their organization.

A One-day Board Retreat that features:

- A presentation on the nuts and bolts of succession planning from the Board and CEO perspective
- Facilitated discussions on the variables relating to the organization in particular
- Action planning activities to help kick off the succession planning and management process.

A One-day Senior Management Retreat that features:

- A presentation on the nuts and bolts of succession planning from the perspective of the senior management
- Facilitated discussion on the variables relating to the organization and their positions in particular
- Action planning activities to help kick off the succession planning and management process.

For more information, Please contact Vicky Pope at 212.686.6071

Excellence in Management & Organization Development™