

Options for Starting the Succession Planning Process and Building a Culture of Leadership Continuity

Create Conversation About Succession

Plan for Sudden Vacancies



Adopt Leadership Continuity Policies

Retain and Motivate Your People With Good HR Practices

Build a Resourced Strategic Plan

Remember

- Continuity of leadership is essential to your mission.
- Succession planning is more than just preparing for a CEO vacancy.
- Developing human capital is key; include volunteers as well as staff.
- Emotion is a factor; do succession planning with people, not to people.
- Apply diversity, inclusion and equity principles.

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