

Make Room for Succession Planning In Your Toolkit...

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Let's Start This Race without a Finish Line



I'VE GOT THAT FEELING

<https://m.youtube.com/watch?v=ru0K8uYEZWw>

THE **RATIONALE** FOR A SUCCESSION PLAN

- Sustaining a vibrant business
- Recruiting and retaining talented executives, workers and board members
- Providing exemplary customer service
- Remaining competitive as there are many more organizations that are entering the marketplace or expanding their position in the market place
- Obtaining financial resources to support funding
- Building long term relationships with partners

SUCCESSION PLANNING IS NOT JUST FOR EMPLOYEES

Bench strength is needed for every individual occupying a position in an organization

- Governance
- Executives
- Staff
- Volunteers

SUCCESSION PLANNING REQUIRES

INNOVATIVE THINKING



**UNDERSTANDING OF KEY CONCEPTS
ASSOCIATED WITH ORGANIZATIONAL AND
INDIVIDUAL BEHAVIOR IMPACTED BY
CHANGING FACTORS IN AN INTERNAL AND
EXTERNAL LANDSCAPES**

SUCCESSION PLANNING

KEY WORDS GENERATED BY LEADERSHIP PARTICIPANTS



KEY QUESTIONS ABOUT SUCCESSION PLANNING

1. What are the risks without a succession plan?
2. How does succession planning aid strategic planning?
3. Should the succession planning committee include membership only from the company developing the plan?
4. What is the frequency of undertaking a strategic plan?
5. Who is responsible for tracking the strategic plan?
6. Does a board member or board chair step into the lead position of a business if the CEO departs suddenly?
7. What is the compensation for the individual who steps up to the plate when the CEO leaves or the manager of a unit leaves?
8. How is the change in leadership communicated?

LET'S VISIT LEADERSHIP AND WHY THIS QUALITY IS KEY IN STRATEGIC PLANNING?

Leadership is not something that you learn once and for all. It is an ever-evolving pattern of skills, talents, and ideas that grow and change as you do.

Leaders Transform Thinking Into Results

Leaders lead by example, and everything that you say or do not say and everything that you do and don't do sends a message.

KEY QUALITIES OF EVERY LEADER WITHIN AN ORGANIZATION...

Flexibility

Understanding

Accountability

Dependability

Commitment

Sacrifice

Values-Trust, Respect, Honesty

Inclusive

Effective Communication

Confidence

WHAT WILL YOUR NEXT LEADER LOOK LIKE...WHY OR WHY NOT WILL ONE OF THE FOLLOWING WORK?



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COMPETENCIES OF LEADERS...

Relationship Builder

Results Driven

Time Management

Effective Communications

Holds Key Professional Skills

Team Facilitator

Strategic Thinker

Personal Integrity & Ethical

Worked in Diverse Environments

Critical Thinker

Navigating Across Boundaries

Embrace Change

Life Long Learner

Work/Life Balance

SUCCESSION PLANNING

**Begin the Process with
the Following Steps
On the Next Pages**

STEP 1:
Take a Look at Who You Are !!

Marketplace Entry
Purpose
Guiding Principles
Vision
Resources
Organization
Landscape Factors
Leadership

STEP 2:

Scan the Leadership ... What Are/Is the?

Leadership Levels

Competencies of Employees

DNA of Employees

Satisfaction Levels

Team Aptitude

Culture of Inclusiveness/Diversity Sensitivity

Employee Recruitment and Retention Rates

Customer Service Level

STEP 3:
**REVISIT A SWOT for the
Organization!!**

Strengths

Weaknesses

Opportunities

Threats

STEP 4:

Pull It Together !!

- 1. Appoint the Team**
- 2. Identify Targeted Positions**
- 3. Develop Position Competencies**
- 4. Obtain Perspectives of Occupants of Current Positions**
- 5. Establish Best Practices to Support Succession Planning**
- 6. Align Succession Plan with Strategic Plan**
- 7. Establish Process to Keep Pipeline Filled with Candidates for Targeted Positions**
- 8. Create and Sustain a Budget for Training**
- 9. Evaluate Occupants of Targeted Positions at least once a quarter**



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