Member Agency Strategic Transition Series

Session #14: Executive Succession Planning

Friday, August 2nd, 2019 - 9:00 am to 12:00 noon

Overview:
Effective succession planning improves the likelihood an agency will have strong staff and Board leadership, needed to increase service capacity, program effectiveness and long-term stability and sustainability. This session will outline steps of leadership succession planning, readying agencies for inevitable transition, fulfilling leadership needs, retaining institutional knowledge, expanding leadership development practices and considering other options available.
Objectives of the workshop are to:

- Better understand why succession planning and leadership development are critical to agency success.
- Improve knowledge about key components of an effective executive succession plan.
- Gain insight about interim executive direction options.
- Advance learning on expanding the culture and practices of leadership development.
- Prior to seeking a new ED, consider developing a partnership or strategic alliance.

Workshop Agenda

Time	Activity
9:00 am	Welcome and brief Series Overview- Julie Simon, Director of Agency Capacity Building Initiatives, United Way ■ Commences session; reminds about Series intent, framework & microphone usage* ■ Describes purpose of today's session ■ Introduces presenters
9:10 am	Presentation & group interaction on Executive Succession Planning – Dick Goldbaum & Allie Chang Ray ■ Participants can take notes on hard copy PP presentation included in packets ■ Outline purpose, deliverables, components & elements of a succession plan; leadership development and skills assessment exercise **Break – 10 minutes** (between 10:30 & 11am) Presentation continues, plus group interaction: ■ Focus on leadership skills assessment, executive search process, nonprofit leadership challenges and Board succession planning.
11:50 am	Discuss highlights and take-aways of workshop experience - All ■ Participants share greatest take-aways and next steps
11:55 am	Conclusion - Julie Simon ■ Reminder to complete and submit workshop survey before leaving ■ Connect to next Session #15: Developing a Strategic Vision (9/13/19, 9am – 2pm)
12:00 noon	**Adjourn**

*UW requests Series participants use microphones so that all can partake in the learning experience.