



TransitionWorks
Because Change Happens

Leadership Transitions: Creating Organizational Resilience

Pew Fund Capacity Building
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Agenda

- Readiness for leadership change
- Relationship between Succession Planning, Leadership Legacy and Transition Planning
- Creating a leadership pipeline
- Next Steps

Change in leadership is inevitable

At some time, at some point, every leader will move on. Successful organizations have both the stability and the resiliency to respond to leadership changes.

Planning ahead and thinking through that potential change in leadership is a series of processes that support the organization's overall strength.

Leveraging Leadership Change

- Succession Planning
- Leadership Legacy
- Transition Planning

Succession Planning

- Create a strategic overview of the steps necessary to ensure the organization's preparedness to thrive when the leader leaves
- Emergency succession plan for all members of senior leadership team
- Integrate succession planning with strategic planning
- Focus on providing a roadmap to ensure that all levels of leadership are aligned with the organization's vision

Transition Planning

- Identify the critical leadership and management functions
- Determine the strength of the current senior leadership team
- Outline role of retiring/exiting chief executive leading up to and following departure

Talent Management

- Foster a culture of growth and development for senior staff and board members which cascades throughout organization
- Create an environment which encourages ownership, responsibility and accountability
- Maintain dynamic performance goals for all levels of staff and board members

Your Leadership Legacy

- Identify the aspects of your current leadership role that keeps you engaged
- Promote effective succession planning through delegation and coaching
- Develop dynamic methods to enhance your executive team's leadership
- Revisit your vision for the organization

Change

Leaders
Loyalty
Adapt
Expectations
Executive
Support
Fresh
Governance
Fear
Positive
CEO
Intention
Growth
Leadership
Success
Stakeholders
Mission
Input
Motivate
Smooth
Align
Board
Management
Collaborate
Structure
Honest
Weakness
Failure
Communication
Feedback
Productive
Cohesive
Impact
Talent
Openness
Optimal
Organization
Obstacle
Overcome
Stability
Roadmap
Jeopardize
Development
Panic
Strength
Influence
Process
Founder
Understanding
Planning
Equip
Relationship
Readiness
New
Search
Prepare
Transform
Value

Transition

Flourish
Sustainable
Assess
Effective
Willingness
Crisis
Transparency
Vision
Obtain
Creative
Critical
Thrive
Realistic

Legacy

Future

Strategic

Agility

Talent

Resilient

Succession

Leadership
Success
Stakeholders
Mission
Input
Motivate
Smooth
Align
Board
Management
Collaborate
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