

Ten Critical Steps for Succession Planning

by
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Short Description of the Presentation:

Succession planning is a lot like running a relay race. All team members may be excellent runners but it's "how" the baton is passed from one individual to the next that determines who wins the race. Successfully passing the baton, or business, to the next person requires a huge amount of planning and preparation.

What Is Succession Planning?

Five (5) General Areas of Succession Planning

1. Anticipation – Looking ahead, what needs to be done
2. Selection – Who will be the successor
3. Delegation – Empowerment of successor
4. Orientation – What is the health of the company
5. Transition – Process of replacing yourself

Ten (10) Action Plan Steps

1. Determine the timing
2. Financial (what you will take and what will be left behind)
3. Selection criteria for successor
4. Pre-qualifying your successor
5. Practicing discipline and delegation
6. Modeling strategic empowerment
7. Making sure others within the organization know who the new leader is
8. Prepare for sustainability from a cash flow standpoint
9. Agreement on compensation
10. Clarify relationship after leaving business

Several Questions That Need To Be Asked

Three Types of Plans

1. Exit Plan
2. Succession plan
3. Leadership transition plan