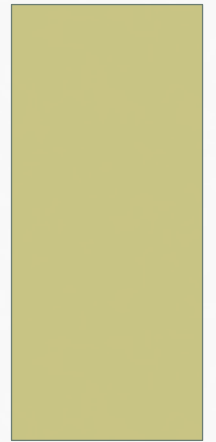


# SUCCESSION AND TRANSITION PLANNING

THE LEADERSHIP TRANSITION AND BEYOND.....



# IT BEGINS....

- Informing Staff, Community Partners and Stakeholders
- Working with the outgoing Executive Director/CEO
- Becoming Acclimated to Processes, Systems and Programs

# ONCE THE TRANSITION OCCURS....

- First 90 days

## Building a Bridge

- Connect with staff
- Connect with the constituents; the community
- Learn Key Staff leadership styles, goals and plans
- Review funding source requirements, expectations and mandates
- Observe, observe, observe!

- 3 months- 6 months

### Assessing the Situation

- Assess all current plans, processes and systems
- Determine your role in the scheme of things
- Engage the Staff, Board, Community and other Stakeholders
- Focus on What is Important
- Observe, observe, observe!

- 6 months to 12 months

### Prioritizing for Success

- Evaluate community strengths, needs, challenges and opportunities
- Evaluate agency strengths, needs, challenges and opportunities
- Evaluate staff strengths, needs, challenges and opportunities
- Observe, observe, observe!

- After the First Year

### Strategizing for Maximum Impact

- Now that you have a determination of community, agency and staff needs, how do you move forward?
- What strategies are necessary to ensure compliance, attainment of goals and sustainability?