

Succession Planning



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January 18, 2020

Why?

- Creates smooth transitions
- Saves time
- Builds on what worked
- Eliminates old habits
- Addresses challenges



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How?

Plan for leadership transitioning

Recognize traits of good leaders

Prepare future leaders

Build the leadership “pipeline” in your club



Who?

Skilled listeners

Challenge
Problem solvers

Passionate
advocates

Visionaries

Change agents

Communicators

Action oriented



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Find

- **Recruit** members who are “doers”

Define

- Write job descriptions
- Explain **expectations**

Train

- Equip leaders with **knowledge**
- Provide resources

Mentor

- Leaders **develop** other leaders

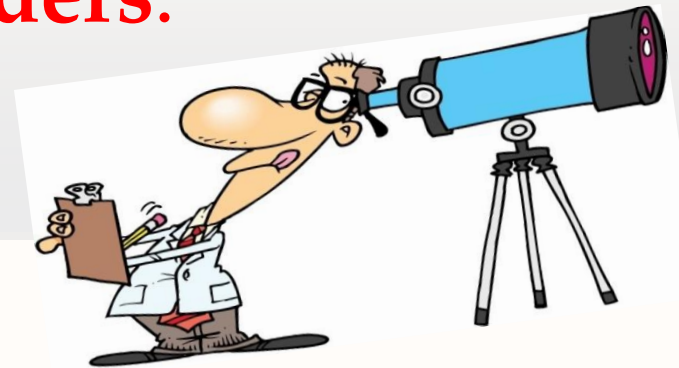
Recognize

- Show **appreciation** for what members accomplish



What to look for...

- Members willing to make **time** to be great **leaders**.
- A club **expectation** to be **successful**.



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What to look for...



- Leaders attending **training sessions**
- Leaders setting **goals** with plans to **succeed**
- Club **budgeting** for leaders' **expenses**



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What to look for...

- Current and past **leaders mentoring future leaders**
- Effective **nominating committee**
- **Multiple** candidates for **key offices**



What to look for...



- **Leaders having fun**
- **Excitement for club success**
- **Recognition at every meeting**



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When?



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