

Transition/Succession Planning

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Consider the **top three strategic concerns** of transition/succession:

1. Transition/Succession Issues Shape Strategic/Economic Value
Change in business direction, structure and resources.
2. Transition/Succession Issues Shape Business Sustainability
Risk-management: Strategic, economic and personal.
3. Transition/Succession Issues Shape the Impact on People
Organizational and personal consequences of change.

Consider the **appropriate framework and mindset** for planning:

1. Preparation – Looking Ahead to the Horizon...
Business realities; near-term and long-term conditions
2. Assessment – Context and Options to Consider...
Business and exec/owner objectives; principal criteria
3. Development – Managing with a Strategic Agenda...
Strategy direction, integration and execution themes
4. Deployment – Managing and Governing the Agenda...
Organization, resources, disciplines, engagement factors
5. Evaluation – Review of Conditions and Progress...
Measures for guidance and planning changes, decisions