

WHO'S NEXT
Succession Planning in the Lay Organization and the Local Church
Connectional Lay Organization Second Regional Seminar
Jacksonville, Florida
December 10 - 11, 2010
Paulette Coleman, Ph.D. - Presenter

10 Steps to Successful Succession Planning*

1. Start the conversation.
2. Create a formal succession document.
3. Identify high-potential members
4. Partner candidates with mentors
5. Broaden candidates' skill bases with rotations [in other organizations and at different levels of the Lay Organization
6. Conduct annual performance reviews.
7. Manage expectations.
8. Develop contingency plans.
9. Be prepared for defections.
10. Communicate often, precisely, and discreetly.

*Source: *CFO Magazine*, November 2007

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