



SUCCESSION PLANNING BASICS

The first and hardest job that any incoming President has is to find his successor.

WHY IS IT SO HARD?

- Getting guys to step up is difficult, we all have competing priorities and time commitments
- We each have our own vision of how our clubs should run and it's impossible to find someone who shares the vision lockstep
- We don't want to scare away the guys that make our clubs great by asking them to move up

HOW CAN WE MAKE IT EASIER?

- Create a culture of leadership and success. Follow the 3 generation rule on committees and programs
 - The current chair (father)
 - Previous chair as advisor (grandfather)
 - Incoming co-chair (son)
- Promote each year, the co-chair becomes the chair, the chair becomes the advisor, etc...

HOW CAN WE MAKE IT EASIER?

- As guys become successful doing one task, or chairing one committee, give them more responsibility, move them up the ranks
- Use your club Past President's to mentor new guys coming up

HOW CAN WE MAKE IT EASIER?

- Setup a hierarchy on you club exec board, 2 or 3 VP's, a secretary, a treasurer and give them all an idea of when you expect them to step up.
- You can plan 2 to 3 terms down the road, not having to scramble at the top all of the time.