

Leadership Transition and Succession Planning

There is a lot of emotion packed into the words *leadership transition* and *succession planning*.

Some leaders don't want to talk about it, others hope to push it off for a few years, and still others are eager to get started.

But whatever their attitude, crafting a leadership transition and succession plan requires intentionality, foresight, and a sincere desire to secure the future of the organization for years to come.



Asking the Right Questions

A strong transition process reveals people's hopes, dreams, and deeply-held values. It can identify strong and weak organizational "muscles." And it can give voice to what your stakeholders truly care about.

Asking the right questions is the best way to ensure a successful transition. Questions like these are crucial:

Why: Why do we need a leadership transition and succession plan?

What: What is our desired outcome for this plan? What specifically are we hoping to achieve? What organizational knowledge or intellectual capital needs to be transferred?

Who: Who should be involved in this process? Do we include customers, board members, donors, volunteers, staff?

When: What's the best pace for this transition?

The Design Group International team is skilled at helping you develop a leadership transition and succession planning process that works for your organization.

We'll listen, ask questions, and help you articulate a way forward that captures people's imagination, passion, and engagement.

Lon L. Swartzentruber, MBA, ACC

Lon L. Swartzentruber has more than 25 years of professional experience in strategic planning, organizational transformation, fundraising and development, and managing change.

He has walked alongside leaders to help them articulate their vision, build consensus, obtain funding, and engage true and lasting change to realize that vision.

Lon is a partner in Design Group International and has been practicing process consulting for more than six years. He earned his MBA from George Mason University and is credentialed by the International Coach Federation.

**Process Consulting**

Process consulting is all about helping organizations and their leaders help themselves. By utilizing an inquiry-based and collaborative approach, we listen and craft organizational processes with you that meet your desired outcomes.

Process consulting is not about telling you what to do. It's about coaching you and your team to discover together the answers to important questions.

Design Group International

Founded in 2001, Design Group International helps leaders and their organizations transform for a vibrant future. We are expert practitioners devoted to lifelong learning, skill building, and the craft of process consulting.

Since our inception, Design Group International's consultants have worked with for- and non-profit organizations, denominations, churches, colleges, universities, educational institutions, and national and international agencies.