

Lon L. Swartzentruber, CEO

Leadership Transition and Succession Planning

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

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

Sometimes it is thrust upon you and you have to act quickly.

But whatever the attitude, crafting a leadership transition and/or 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 give voice to what your stakeholders truly care about.

Asking the right questions is an excellent way to ensure a successful leadership transition process. Such as:

Why? Why are we designing this leadership transition process? What are the core underlying purposes of this process?

Who? Who should be involved in this process? Who decides or approves the plan? Who will do what in its implementation? Whose voice do we want to hear through this process?

What? What are our desired outcomes and deliverables from this transition process? What specifically are we hoping to achieve through this transition? What is the missional fit we are looking for in our new leader?

Where? Where does this process take place? Are we seeking a national or local search? What might be gained or lost by looking outside or inside of our community?

When? When will we proceed in accomplishing these steps? What is the best pace to accommodate the reality we are finding ourselves in?

How? How will we proceed to achieve the above outcomes? As this process emerges, how do we want to honor the 'new' that emerges as we proceed?

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, including community foundations, colleges & universities, private and faith-based schools, large educational institutions and national and international aid agencies.

How does process consulting work in practice?

As Process Consultants, we utilize three primary values in order to effectively walk alongside you as a client. A process approach to consulting recognizes the critical role of listening to you in order to design solutions that move your organization forward and the learning required to make organizational change sustainable.

Although these shared values may function in sequence, they are often iterative and constantly working together throughout our relationship.

Listening

We start by asking you deeper questions in order to uncover the real purpose of a process and the adaptive challenges you want to address in order to foster growth and transformation. Through embracing the cultural, social, and relational context of your organization, we co-create a process that aligns with your most important goals to move your organization forward.

Helping

Equipped with the right purpose and a co-created process, we walk alongside you and your organization through the planned activities that advance your goals and objectives. Through iterative steps along the way, we will shift and pivot to achieve your desired results.

Learning

We work collaboratively to constantly learn through the process so in the end, you are equipped to lead the process you have created for your organization. Through developing the knowledge and skills necessary to lead, the process becomes sustainable and generative for you and your organization in the future.