

# Succession Planning for Nonprofit Organizations

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Ensuring Organizational Continuity through  
Leadership Transitions



# Introductions

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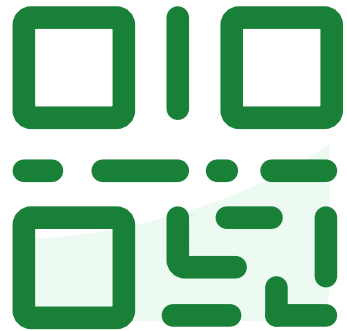
Nicole Oriol – HELP CDC

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## What does Succession Planning make you think of?

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**Do you have a succession plan?**

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# What is Succession Planning

**Definition:** Succession planning is a strategic process to identify and develop new key staff members who can replace old key staff members when they leave or retire.

- In nonprofits, it ensures organizational stability during staff transitions.

## Why It Matters:

- Avoids disruptions during key staff transitions.
- Ensures that the organization's mission continues seamlessly.

# Why Nonprofits Need Succession Planning

## Staff turnover risks:

- Nonprofits are often more vulnerable to sudden staff departures.
- Unique leadership skills: Nonprofit leadership requires mission-focused, relationship-building skills.

## Key statistics:

- Baby Boomers are retiring
- High turnover in key roles can threaten mission delivery.

## Succession planning vs. Emergency response

- Proactive planning versus reactive scrambling when someone leaves.

# Best Practices for Succession Planning in Nonprofits



**Incorporate it into strategic planning:** Align succession planning with organizational goals.



**Develop leadership capacity:** Identify high-potential talent early and provide development opportunities.



**Document roles and responsibilities:** Ensure that key processes and knowledge are recorded.



**Create a clear transition plan:** Ensure both short-term and long-term plans for leadership transitions.



**Board involvement:** The board should be engaged and understand their role in succession planning.



# The Succession Planning Process

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**1. Assess Organizational Needs:** What key roles are critical to mission success?

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**2. Identify Potential Successors:** Internal and external candidates for leadership roles.

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**3. Leadership Development:** Invest in training and mentorship for potential leaders.

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**4. Create a Transition Plan:** Define how transitions will be managed (e.g., interim leaders, knowledge transfer).

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**5. Regularly Review & Update:** Ensure the plan evolves as the organization and leadership needs change.

# Discussion



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# What do you think about Succession Planning now?

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# Thank You!

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