

## Executive Succession Planning Small Group Discussion



1. Does your organization have a Succession Plan in place?

Yes    No    Not Sure

2. Does it account for Emergency Transition, Planned Transition and Strategic Leadership Development?

Yes    No    Not Sure

3. If no, which components are missing?

4. What is the most difficult part of discussing and implementing succession planning?

5. Have you experienced a successful executive transition? If so, what are some of the characteristics of the transition?

6. Have you experienced a difficult executive transition? If so, what were some of the specific challenges of the transition?

7. What steps are you willing to commit to in creating an effective succession plan in your organization?