

Stewardship, Succession & Retention

It's not "your year," but it is "your turn"

◆ Linear Model

- Leadership succession follows a predetermined path meant to slot and prepare leaders into specific roles over time
 - ✓ Pros: Roles are identified in advance, transitions are smooth
 - ✓ Cons: People change unexpectedly so a long line up is not reliable

◆ Talent Pool Model

- Leadership succession draws from groups of variably prepared and willing individuals as needed
 - ✓ Pros: Flexible to changing needs and availabilities
 - ✓ Cons: Less consistency, transfer of institutional knowledge

◆ Mixed Model

- Leadership succession combines the best of both and minimizes the risk of either
 - ✓ Pros: Flexible for long-term but also planful for the short term
 - ✓ Cons: Requires a conscientious and comprehensive approach

