

2020 CEO Succession Project

Prepared by Randy Karnes, CEO

For the Board workshop on October 24, 2019

Reviewing Project Goals with the Board of Directors

BOARD/EC GOAL #1:

Review the comprehensive approach of our firm as to **constant succession readiness**

This is a marketing imperative for a firm that asks other firms to join us for long-term contracts that could potentially span the careers of our changing leaders and teams.

BOARD/EC GOAL #2:

Review our **leadership development approaches** and our 2020 calendar

Are we focused and are we planning properly for the tasks? We need to be ready for people to challenge our execution and whether our plans are adequate to move the ball forward.

BOARD/EC GOAL #3:

Review our factory and goals to **build leaders**

Are we communicating that we have a factory for building leaders everywhere and anywhere we can?

We are not an organizational chart of top-down leadership; we are network of leaders, and those leaders can influence our success at every level and from every node in our network.

BOARD/EC GOAL #4:

Review our approach for **introducing leaders to executive positions**

Are we focusing on opportunities for our natural leaders to step into executive and business development roles?

Leaders need opportunities, and in some cases the chance to lead with the titles that business

communities expect and with which they align. We work to make those things happen.

BOARD/EC GOAL #5:

Review our plan to **match leaders with executive opportunities**

Do we believe that the new Executive Development Series is a quality effort to help leaders and executives be ready to step up and apply for the CEO position in 2021/2022?

BOARD/EC GOAL #6:

Review the **tools** we give our leaders

Are we ready to help develop candidates and interviews through tools such as Experience Resumes, Leadership Study Guide Website, and our Video Archive Website (leaders in action)?

BOARD/EC GOAL #7:

Ratify that the ORD team has completed the **Executive Council Contingency Plan** survey and audit, and published and distributed the plan

CU*Answers has over a decade of reports and surveys/audits on how to respond to openings in our executive teams – the foundation for planned events.

BOARD/EC GOAL #8:

Ratify that the EC has completed Employee Annual Planning (**EAP**) and distributed the work in alignment with the 2020 Business Plan

Every year the board and the CEO push to ensure that our teams are focused on the goals to execute our plans and stay on track as a firm that delivers from year to year, is well-coordinated, and is aware of its parts.