# CEO Succession Process

<table>
<thead>
<tr>
<th>Who</th>
<th>Solidify CEO Role Expectations</th>
<th>Plan Search for Successor Candidates</th>
<th>Evaluate Candidates’ “Fit” with Role</th>
<th>Onboarding of Selected Successor</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Board, LeadLearn</td>
<td>Board, Search Firm, LeadLearn</td>
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<td>Board, New CEO, Retiring CEO? Other Staff? LeadLearn?</td>
</tr>
<tr>
<td>Resources</td>
<td>CEO Role Assessment, Best Practices, Strategic Plan</td>
<td>CEO Role Profile, Behavioral Interviewing Practices</td>
<td>Leader Assessments, CEO Role Profile, Search Firm Data</td>
<td>CEO Role Profile, Strategic Plan &amp; Goals, Onboarding Best Practices, Performance Review Resources</td>
</tr>
</tbody>
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Role Expectations Process

What it does: Define Leadership Requirements

• Focuses on the leadership attributes that are necessary for the leader to achieve the stated business outcomes, using the available resources, within the existing business environment.

• Identifies these leadership practices for selection and development purposes

• Establishes a common language and clear expectations for the new leader and other stakeholders
• What are **the key goals and objectives** of your organization as you see them? (You might draw upon any initiatives your organization has undertaken such as strategic planning, customer surveys, employee surveys, business improvement initiatives, etc.)

• What are the half-dozen **key challenges** facing your organization? (You might consider any issues in the areas of products/services, competitors, staffing, labor costs, capital organizational structure, government relations, etc.)
• Considering the goals, objectives and challenges identified, what are the top six priorities for your organization?

• Given the organization priorities you have identified, what type of leadership will be needed in order to achieve these objectives?
Next Steps

• With your CEO and Board, outline the type of leadership that will be needed by your health center in order to be successful in meeting your strategic plan.