

# Leadership and Succession Planning

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# Succession Planning



Process and strategy for replacement planning or passing on leadership roles. It is used to identify and develop new, potential leaders who can move into leadership roles when they become vacant.



# Why do we need a plan?



- Saves time in finding the best candidate
- Ensures knowledge is passed down
- Addresses challenges
- Builds on the existing strategic plan success
- Creates smooth transitions



# Positive Volunteer Experience



# Where do we begin?

## GOOD LEADERS:

- Focus on the mission, not the leader
- Credit others for success
- Blame themselves for failures
- Develop teams
- Create a succession plan



# Looking for a great leader?

Action  
oriented

Skilled  
Listener

Passionate  
Advocate

Visionary

Change Agent

Communicator

Problem  
Solver



# Succession process

1. Define roles
2. Ensure the vision
3. Make the ask
4. Access to training and cross train
5. Provide mentoring



# Train and Equip Leaders

Train all  
leaders

Standard  
curriculum

Best  
practices

Provide  
resources





Good leaders develop ideas.  
Great leaders develop people.

# THE BEST LEADERS DEVELOP NEW LEADERS.

Bobby Umar



# Best Practices

## PAT SUMMITT'S DEFINITE DOZEN

- Respect yourself and others
- Take full responsibility
- Develop and demonstrate loyalty
- Learn to be a great communicator
- Discipline yourself so no one else has to
- Make hard work your passion
- Don't just work hard, work smart
- Put the team before yourself
- Make winning an attitude
- Be a competitor
- Change is a must
- Handle success like you handle failure

Source: PatSummitt.org



USA TODAY  
SPORTS



# Recognizing Success

- ✓ Effective nominating committee and/or process.
- ✓ Multiple candidates for key offices.
- ✓ Leaders having fun.
- ✓ Excitement for club success.
- ✓ Celebration at every meeting.
- ✓ Current and past leaders mentoring future leaders.



# Questions

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