

UNIT SUCCESSION PLANNING

PACK, TROOP AND CREW
PLANNING FOR SUCCESS!

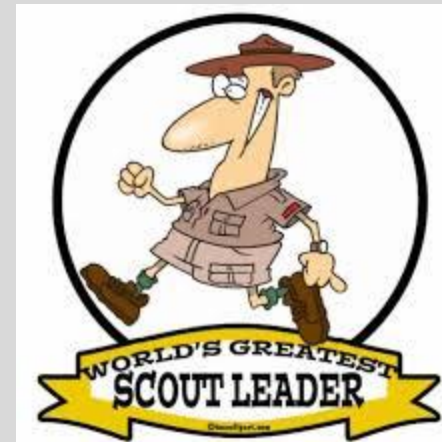


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**WHO'S NEXT?
WILL YOUR UNIT SURVIVE
YOUR DEPARTURE?**

**SUCCESSION PLANNING:
WHAT, WHY,
WHO, WHEN, & HOW**



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UNIT SUCCESSION PLANNING BASICS

- WHAT IS SUCCESSION PLANNING?
- WHY SHOULD A UNIT CONDUCT IT?
- WHO ARE YOUR NEXT LEADERS?
- WHEN SHOULD UNIT PLAN?
- HOW DO YOU DO SUCCESSION PLANNING?



WHAT IS SUCCESSION PLANNING

AN ORGANIZED APPROACH TO FINDING YOUR
OWN REPLACEMENT AND REPLACEMENTS FOR
OTHER UNIT LEADERS



WHY PLAN FOR SUCCESSION?

- DO YOU PLAN TO BE AT THIS UNIT FOREVER?
- IS THE UNIT WORTH SAVING?
- WOULD YOU LIKE A LITTLE HELP?
- IF YOU LEFT TOWN TODAY, WHO WILL MAKE SURE THE BOYS AREN'T DISAPPOINTED?
- IF NO ONE CAN DO IT AS WELL AS YOU, MAYBE YOU SHOULD TRAIN YOUR SUCCESSOR?

WHY?



WHEN TO PLAN FOR **SUCCESSION?**



- TODAY!
- EXECUTION OF YOUR SUCCESSION PLAN BEGINS WHEN NEW PARENTS ATTEND NEW PARENTS ORIENTATION
- YOU WORK YOUR SUCCESSION PLAN AT EVERY MEETING
- YOU ADJUST YOUR SUCCESSION PLAN WHENEVER THINGS CHANGE
- NEW PARENTS ARE NEW OPPORTUNITIES



WHO ARE YOUR POTENTIAL SUCCESSORS?

- EVERY NEW PARENT THAT JOINS YOUR UNIT IS A POSSIBLE SUCCESSOR
- TREAT THEM ACCORDINGLY
- ENSURE THEY ARE WELCOME
- ENSURE THEY ARE FULLY INTEGRATED
- ENSURE THEY KNOW HOW THE UNIT WORKS
- KEEP TRACK OF YOUR REPLACEMENT



HOW DO YOU DO SUCCESSION PLANNING?

- HAVE A LEADERSHIP SUCCESSION PLAN
- IDENTIFY AND LIST ALL KEY UNIT POSITIONS
- SURVEY INCUMBENTS AND LEARN THEIR PLAN
- PLAN TO HAVE TWO VICES TO LEARN AND SHADOW
- HAVE A LEADERSHIP/TALENT SELECTION TEAM
- MEET WITH THE PROSPECT
- INVITE THE PROSPECT TO FILL THE POSITION
- TRAIN, TRAIN, TRAIN



SUCCESSION PLANNING RESOURCES

- <http://www.crossroadsbsa.org/IYOS>
- <http://www.scouting.org/scoutsource/Media/Relationships/TrainingtheCOR/05.aspx>
- *Selecting Cub Scout Leadership*, No. 13-500;
Selecting Quality Leaders, No. 18-981

