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Subject: succession planning

Does your board have an effective CEO succession plan in place?

A key responsibility of the board is to actively review CEO performance and to have an emergency *and* a long-term succession plan in place.

Six Questions To Ask Now

1. What are the key CEO attributes needed to lead your organization?
2. Does your CEO have a retirement plan?
3. If there were a medical emergency, who would serve as acting CEO?
4. Is succession planning for the CEO, and other key executives, an on-going initiative at the company?
5. Do key executive officers present to the board on a regular basis?
6. Do board members know the next generation of company managers?

The role of the board of directors has morphed from “decorative” to “watch-dog/overseer” and “sounding board for the CEO.” In recognition of this evolution, and the heightened public interest in good corporate governance, ***boards are asking more meaningful questions.*** Pose these questions at your next board meeting – the list is intended to stimulate discussion. Check www.governancesolutionsgroup.com for a new list each month.

Some of the questions are easy to answer and will allow you to validate your belief that your board is operating within the scope of “governance best practices.” However, good governance is more than checking a “good governance box” so that the board keeps out of trouble and out of the spotlight. Good governance is about examining how the board is actually functioning and about making meaningful changes to improve your board’s effectiveness, engagement, efficiency and accountability. If your board could benefit from a dose of independent advice concerning how to establish or modify your board’s governance practices, structure your board or revitalize your board, call Denise Kuprionis at The Governance Solutions Group.



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“Good governance is part of every good business solution.” Mary Denise Kuprionis