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Subject: CEO Succession

CEO succession and development is a key responsibility of the board.
Succession planning is a process.

Do you know your board's plan? Is there a plan "A," "B" and "C?"

Six Questions To Consider

1. Is there a planned succession process in place (plan A)?
2. Does the planned process include the periodic assessment of internal candidates, development plans and a transition plan?
3. Who will step in the CEO's shoes in the event of an illness or tragedy (plan B)?
4. Who will step in if the CEO is no longer performing (plan C)?
5. Is the CEO comfortable with the idea of succession planning? Is the board?
6. How will the board get to know potential succession candidates?

**Ask these questions during the executive session at your next board meeting.
The answers might help your board become more effective and the company stronger.**

New questions are posted each month at www.governancesolutionsgroup.com. Every board can benefit from periodically taking a hard look at how it is functioning and at the status of its corporate governance structure. Sometimes high-performing individuals find it helpful to talk with an outside expert – much like the occasional consult with the golf pro, or the visit to the doctor for an annual physical.



The Governance Solutions Group, LLC.

Website: www.governancesolutionsgroup.com Phone: 513.272.8500 Email: denise.kuprionis@governancesolutionsgroup.com

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