



## Succession Planning: How a Little Planning Can Give Your Nonprofit a Better Chance to Survive and Thrive; Charity Village

Based on a survey conducted by the ONN in 2013, 40% of people in key nonprofit leadership positions – executive directors, chief executive officers, etc. – are over the age of 55. With all signs pointing to aging leaders leaving their roles, the important question now gnawing at nonprofit organizations is ‘do you have a plan?’ This article provides some surprising facts on leadership in nonprofits and how important succession planning is for the future of your organization.



## Succession Planning Made Easy; Imagine Canada

Understand that succession planning work is ultimately risk management. It's simply the job of a Board and a CEO to address the issue. Here's the reality: by choice or by chance, no one stays in a job forever. Whether a CEO has been in place for one year or thirty years, the Board and the CEO have a responsibility to plan for an executive leadership transition. This article provides two additional resources for you to check out:

- [Building Leaderful Organizations: Succession Planning for Non-profits](#)
- [Managing a Leadership Transition](#)



## Succession Planning for NPOs; First Nonprofit Foundation

Change is the one constant we can count on. Despite this, many nonprofits fail to prepare for the most predictable change of all—the departure of their executive. That's too bad, because leadership is everything in nonprofit organizations, which are typically small and heavily reliant on a deeply motivated staff. This booklet is part of the ‘10 Things Every Board Member Needs to Know’ series and will help your Board get started on succession planning.



## HR Planning: Succession Planning; HR Council

What would you do in your organization if a key employee resigned, fell ill or had to be fired tomorrow? There are many reasons why organizations need to be thinking about succession planning. The most important reason, of course, is that we rely on staff to carry out our missions, provide services and meet our organization's goals. This incredible resource from the HR Council highlights examples, good practices, and important notes about succession planning.