



# GOVERNANCE

## Phase III: Evolving Governance



### Activity 16: Succession Planning

#### Goals

1. Identify critical positions within your organization
2. Identify future staffing needs
3. Identify people with the skills and potentials to perform future roles
4. Develop action plans for individuals to assume those positions

#### Prerequisites

Activity: Position Descriptions for Elected Leaders

#### Who Should Participate?

Current Governance representatives, Program management (if supervising staff), HR Administrators (if affiliated with an organizational home)

#### Length

60-120 minutes

#### Activity Instructions

Follow the [Succession Planning Toolkit](#) developed by the University of Washington Department of Professional and Organizational Development.

This exercise is hosted by the rights holder, University of Washington. At their request, we have not created a derivative version for use with the *It Takes a Village Toolkit*. For the most up-to-date version of this exercise, please visit [Succession Planning Toolkit](#)