

# Managing Leadership Succession

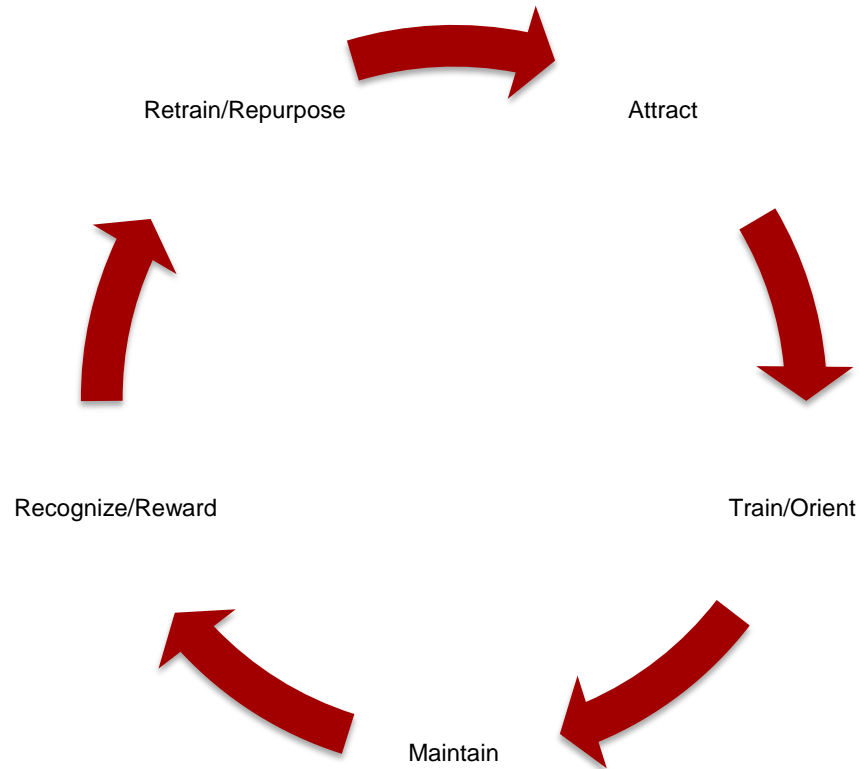
Critical Steps to Group Success

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# Your Most Important Job

- Finding your own replacement!
- Your role is not completely fulfilled unless you can find someone to take your place
- Key: planning for succession
  
- Volunteer Lifecycle
- Best Practices

# The Volunteer Lifecycle



# Best Practices

- “Order of succession” for medium to large volunteer groups
- Guidance and advice from past volunteers and current staff members
- Don’t overstay your own welcome
- Don’t try to do every job yourself

# Best Practices

- Add more leaders – Don't just “replace”
- Document your plans and achievements
- Have back-up candidates if possible
- Consider co-president or co-chair

# Best Practices

- Remember to thank & recognize
- Create finite, clear-cut responsibilities
- Keep a record of likely volunteer leaders
  - Staff contacts can help with this
- Attend as many alumni events as possible

# Best Practices

- Search for your successor right away
- Remember the power of the peer: keep friends & classmates on your “go-to” list
- Be willing to stay and smooth the transition
- Golden Rule: Treat other volunteers as you want to be treated

# Discussion



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Volunteer Forum <sup>12</sup>

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