

Why Work with a Coach during Succession or Executive Transition Planning?

The goal of coaching is to enhance a client's ability to integrate and transfer new awareness and learning to create optimum results. During executive and/or succession planning, many leaders get stuck. They find it difficult to find time in the midst of their daily activities to take on the additional tasks, specific to their role as an executive, to move the succession plan forward. Sometimes executives sabotage the succession planning process through procrastination, denial, and lack of self-awareness.

That's when an executive coach, who is seasoned and experienced in succession planning and executive transitions, can be a real help. A coach assists clients by offering insights based on experience and a neutral perspective of the succession planning and transition process – helping you to cover all the bases and not overlook important elements. Additionally a coach can assist an executive in understanding how certain behaviors contribute to, or detract from, obtaining desired results. A coach can also provide a sounding board for untested ideas in a challenging, yet supportive environment.

To ensure the organization's needs come first...

Sometimes it's hard not to take succession planning personally. A coach can help an executive create a safe and open environment to facilitate the important conversations around succession planning that often won't happen unless endorsed by the current executive. Instead of helping your organization play it safe, a good coach makes sure you do your part in shaping a candid and strategic approach to the process.

To ensure the plan gets written, and written well...

Many succession plans are not detailed enough, which can leave board members and employees without the tools they need to carry out a smooth transition to a new leader. Sometimes leaders become over-whelmed when they start to document what they do and transfer information that's in their heads into an organizational system. An experienced coach has tools and techniques to make that process easier and helps to ensure that the key components are put into place – both large and small.

To learn how to let go...

Most executives have a lot of mixed feelings when the topic of succession planning surfaces and are reluctant to discuss them for fear of being perceived as a weak leader. A coach understands the emotional landscape most executives experience during this time and can be an effective sounding board. They can help an executive navigate this new terrain with grace, dignity, compassion for self and others, and increased understanding and awareness of their emotional responses. They will also help you celebrate your accomplishments!

To help hold you accountable....

It's understandable that many executives find ways to avoid succession and transition planning. A coach helps you manage yourself through succession planning, and holds you accountable for your performance.

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