



Succession Planning for a Club

1. Why do you do succession planning
 - a. No one wants to be a "President for Life"
 - b. Introduce new blood to leadership
 - c. Avoid the problem of "We've always done things this way"
2. Start at the beginning, recruit members
3. Once someone becomes interested, start giving them small tasks to gauge their interest and commitment
4. Look at building a pyramid
 - a. General Members
 - b. Committee Chairs
 - c. Executive Committee
 - d. President
5. As members are more interested, give them different jobs to, focus on varying skills and tasks
 - a. Managing a budget or money, Treasurer, member of a "Ways and Means Committee"
 - b. Publicity
 - c. Overall chair of a program, Yellow Candles, Purim Carnival, High Holiday setup, etc.
 - d. Move into more an different levels of responsibility
6. As a guy is getting ready for being President, they should have at least a taste of the different functions that they would have to do
7. Assign each VP a mentor, if possible.
 - a. Past Club President who can help guide them
 - b. Learn from the past, so we don't make the same mistakes
8. Who's responsible for Succession Planning?
 - a. Nominating Committee – Past Club Presidents
 - b. Current President
 - c. Guys who want to move up