NADD Hot Topic – Succession planning

Resource

Gmelch, W.H. (2000). Leadership succession... Responding to the call:

• Without leadership training
• Without administrative experience
• Without understanding role conflict and ambiguity
• Without recognition of metamorphic changes
• Without an awareness of cost to scholarship
Metamorphic changes

- Solitary to social
- Focused to fragmented
- Autonomy to accountability
- Manuscripts to memos
- Private to public – accessible throughout day to constituents
- Professing to persuading
- Stability to mobility – must be more mobile, visible, political

Strategies for taking charge

- Write an entry plan
- Build strong relationships (internal/external)
- Establish your credibility
- Develop your leadership team
- Protect your scholarship interests
- Treat the past with respect
- Prepare three envelopes – blame it on your predecessor; say your sorry; prepare 3 envelopes
Source