

**U.S. MASTERS
SWIMMING**

*Succession Planning
In Your LMSC*

Objectives



- Generate ideas for a plan
- Determine a need for a plan
- Personal reflection of succession

Agenda



- Introduction
- Advantages of Succession Planning
- How to Create a Plan
- Things to Think About
- Self-Reflection
- Closing

Advantage of succession planning



- Every leader will transition out
- Opportunity to empower the board
- Increase focus on mission and results
- Reduce the disruption of a transition
- Expands leader development
- Sharing of power

Composition of your board

How many people are on
your board?

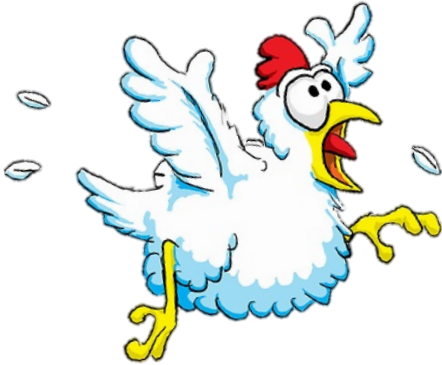


Board Positions

- USMS Standards
- How many positions are filled?
- How long have people been in positions?

No Succession Plan

Risks of not creating a
succession plan



- Burnout
- Empty positions
- Leader won't leave
- Life gets in the way

How Make it Happen

- Get commitment from the board by making the planning intentional
- Identify challenges and risks of creating a plan
- Consider an interim/backup
- Draft a timeline for the plan and for the succession to take place
- Create an emergency plan for unexpected or interruptions (temporary)



How Make it Happen



- Identify leadership development opportunities to expand skills
- Cross-training or upskilling
- Plan to adequately support new position by coaching, mentoring, defining goals
- Communicate the plan before, during, and after to the board, membership, Zone, and USMS
- Deliberate onboarding
- Identify gaps in current board and the desired board (worksheet)

Top 3-5 Objectives/Responsibilities for the role?

- 1.
- 2.
- 3.
- 4.
- 5.

What are the key skills/components for the role?



What Experience/Expertise should the individual have?

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What Leadership style is necessary for the role?

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Self Reflection

- Why do I want to make the move?
- What are the benefits to leaving role?
 - Personal
 - Organization
- What are the downsides to leaving role?
 - Personal
 - Organization
- What can I do to address the downsides so they don't become barriers to
the future success of my LMSC?

- How can I help the board with the transition?
- What are my future plans with the board?
- How is my identity defined by my role?
- How do I envision the next phase of my tenure with the board?