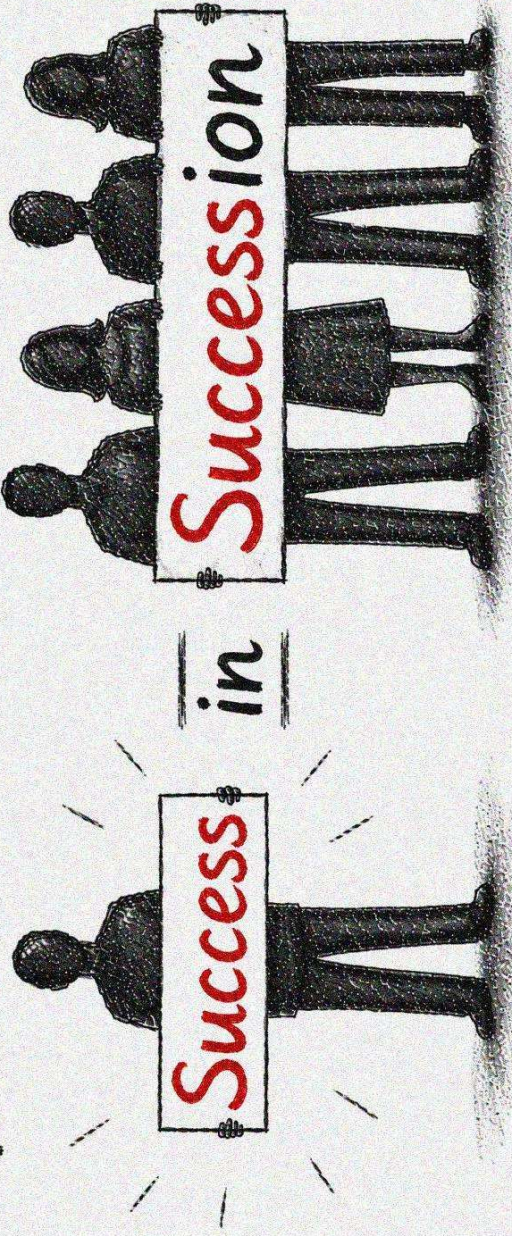


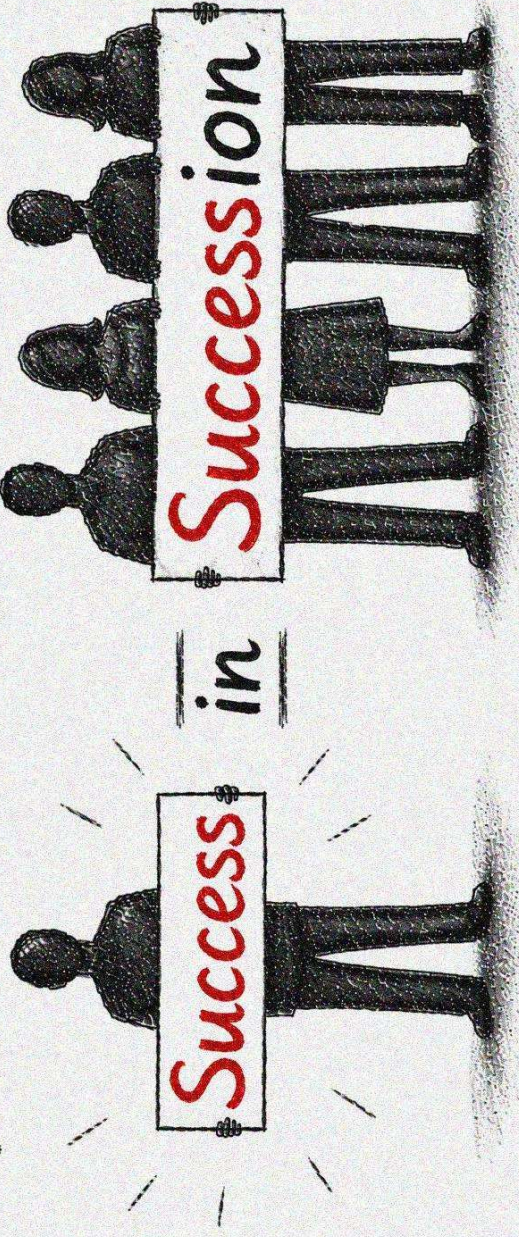
Put the



“Oh fuuudddge!”

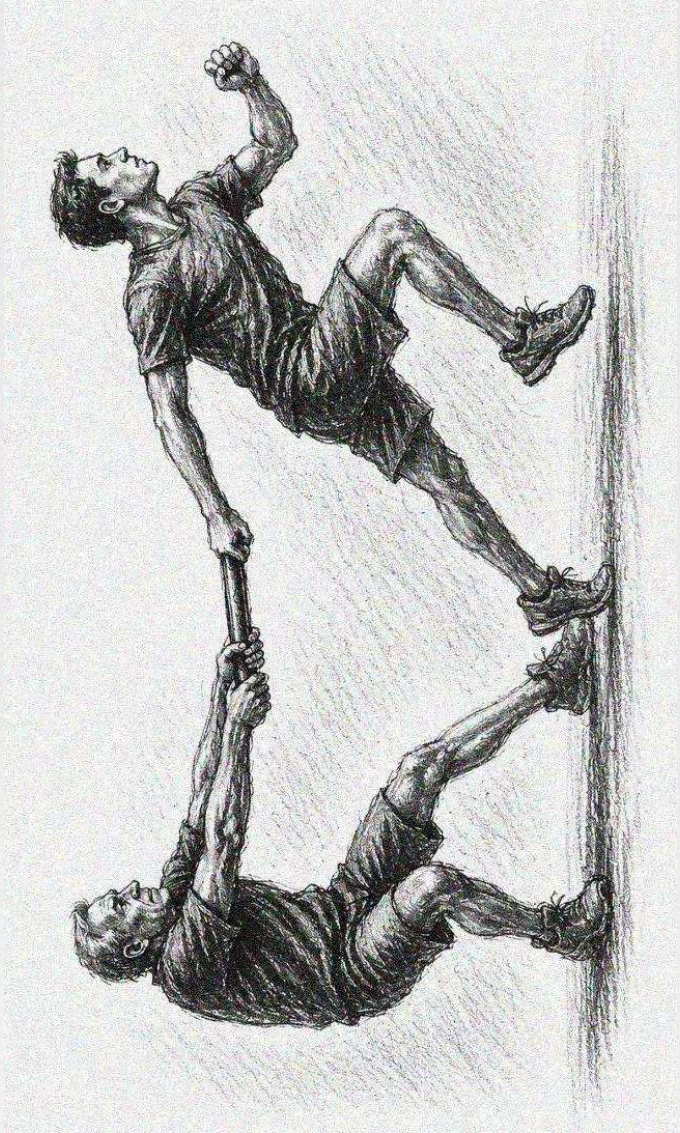


Put the



Today's objective is to equip us to:

- Align Succession Plan with executive strategy & business priorities.
- Anticipate changes driven by technology & industry trends.
- Identify critical roles & reduce key-person risk.
- Objectively evaluate candidates.
- Build development pathways & timelines tied to a target date.
- Provide a framework for a plan that can evolve with the company.



Leaders do through others

Leaders develop others

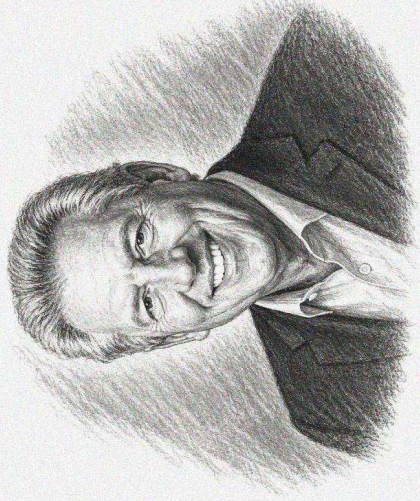
↳ What to say or do

Leaders do through others

Leaders develop others

↳ NOT what to say or do

↳ How to think!



John Maxwell

“Leadership is influence.”

A strong succession plan is
Influence Multiplication

THE REALITY OF SUCCESSION PLANNING

1 WE KNOW IT MATTERS...

86%

of leaders say succession planning is urgent and important.

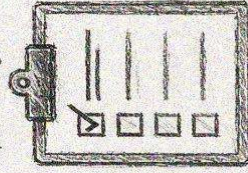


Source: Deloitte

2 BUT WE DON'T DO IT WELL.

13%

of leaders believe their organization does succession planning well.

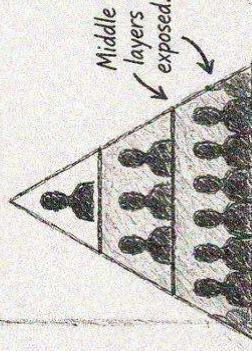


Source: Deloitte

3 FOCUS IS PRIMARILY AT THE TOP...

72%

of organizations focus succession planning on senior leadership roles.

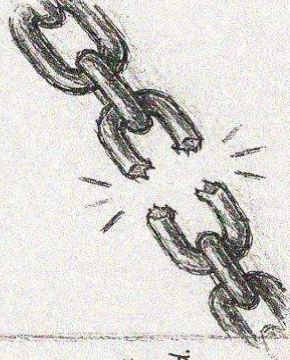


Source: Scott/Madden

4 OUR LEADERSHIP PIPELINE IS WEAK.

80%

of organizations lack confidence in their leadership pipeline.



Source: DDI

UNPLANNED LEADERSHIP TRANSITIONS CREATE RISK.
INTENTIONAL PLANNING BUILDS CONTINUITY, RESILIENCE, AND VALUE.

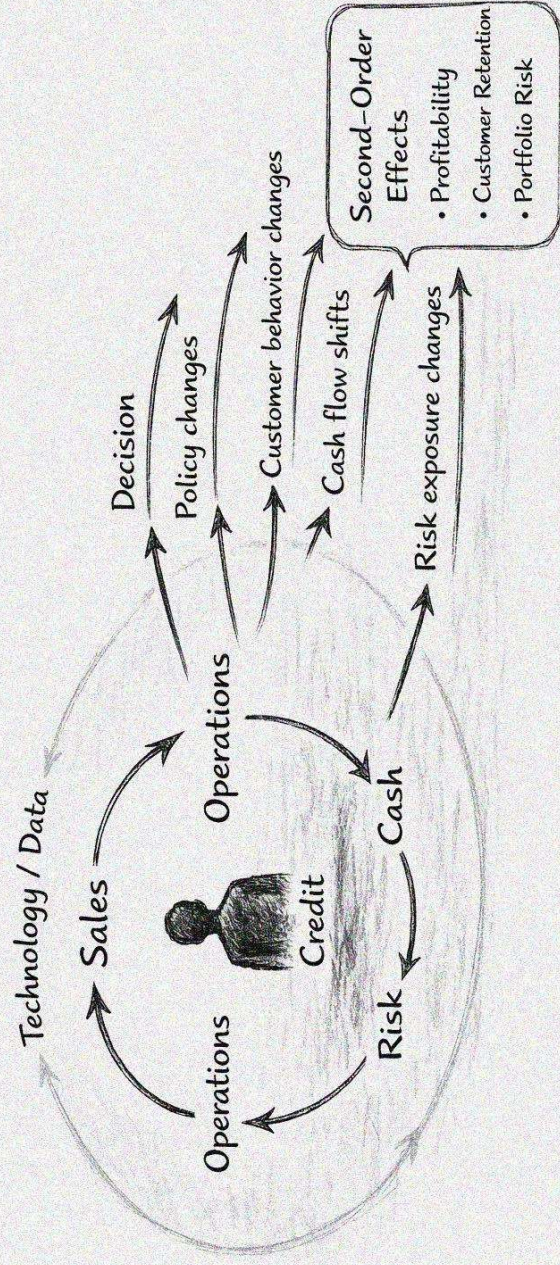


Succession Planning for Credit Leaders

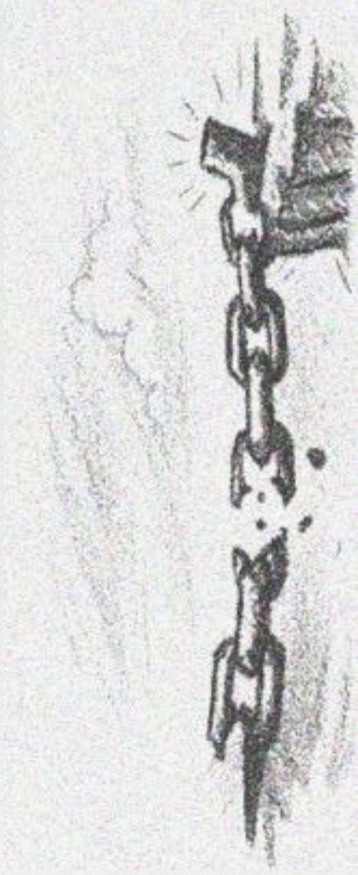


Judgment • Relationships • Experience

Systems Thinking from Credit Perspective



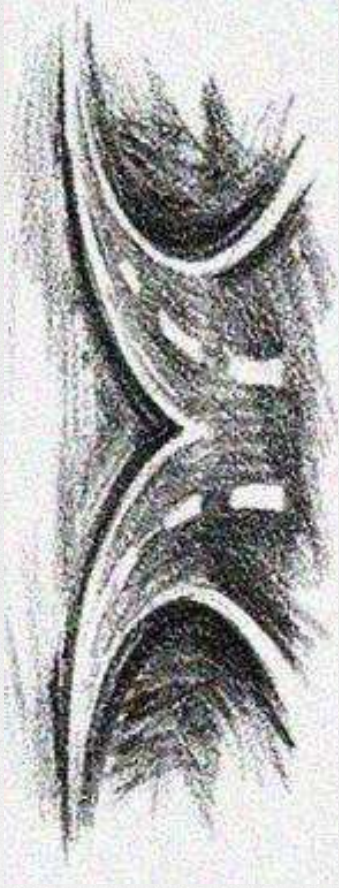
The Risk



Lost Person → Lost System → Exposure

Institutional knowledge
is invisible
until it's gone

The Decision

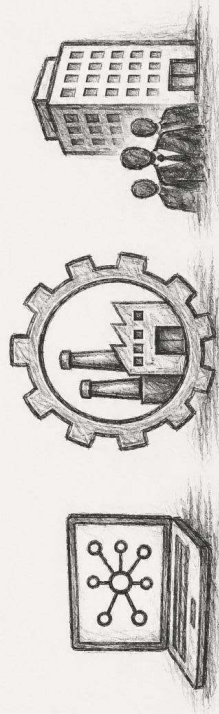


Design Continuity Before Risk Forces It

The Blueprint

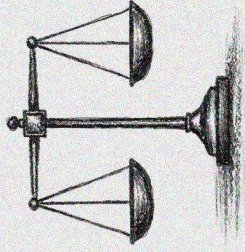


Target Date → Strategy → Change

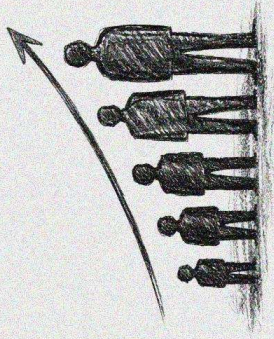


Technology • Industry • Organization

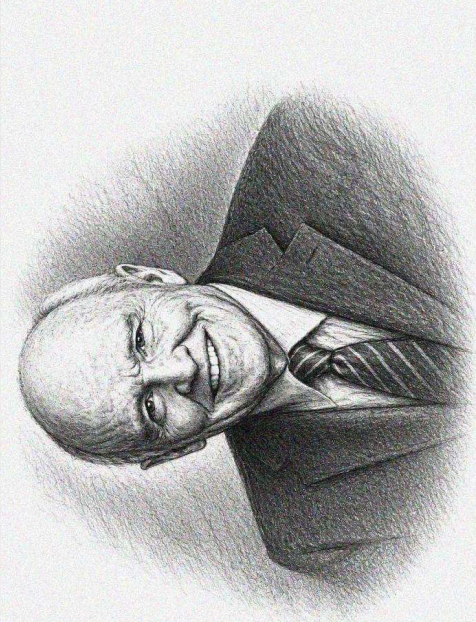
Build Future Capability



Partnership
Succession



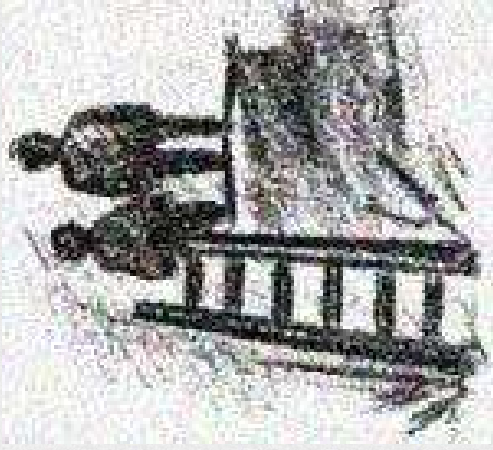
Credit Judgement • Trusted Business Partner • Team Development



“Before you are a leader, success is all about growing yourself. When you become a leader, success is all about growing others.”

Jack Welch

Developing People



Emerging Leaders / Bench Strength

Outcome



Continuity | Risk Control | Cash Protection

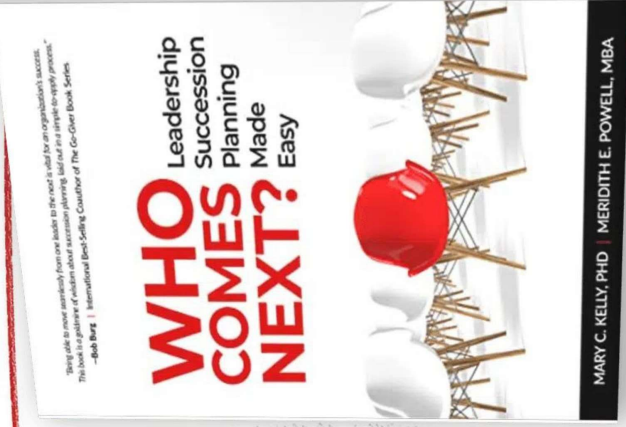
≡ A Must-Read Resource ≡

THAT SHAPED THIS SESSION



Mary C. Kelly

— CO-AUTHOR —



"Being able to move seamlessly from one leader to the next is vital for an organization's success. This book is a gemstone of wisdom and a succession planning 'kit' for all entrepreneurs."
—Bob Burg | International Best-Selling Coauthor of The Go-Giver Book Series

WHO COMES NEXT? Leadership Succession Planning Made Easy

MARY C. KELLY, PH.D. | MERIDITH E. POWELL, MBA



Meredith E. Powell

— CO-AUTHOR —

Practical insights. Proven strategies. Lasting impact.

Key Insight

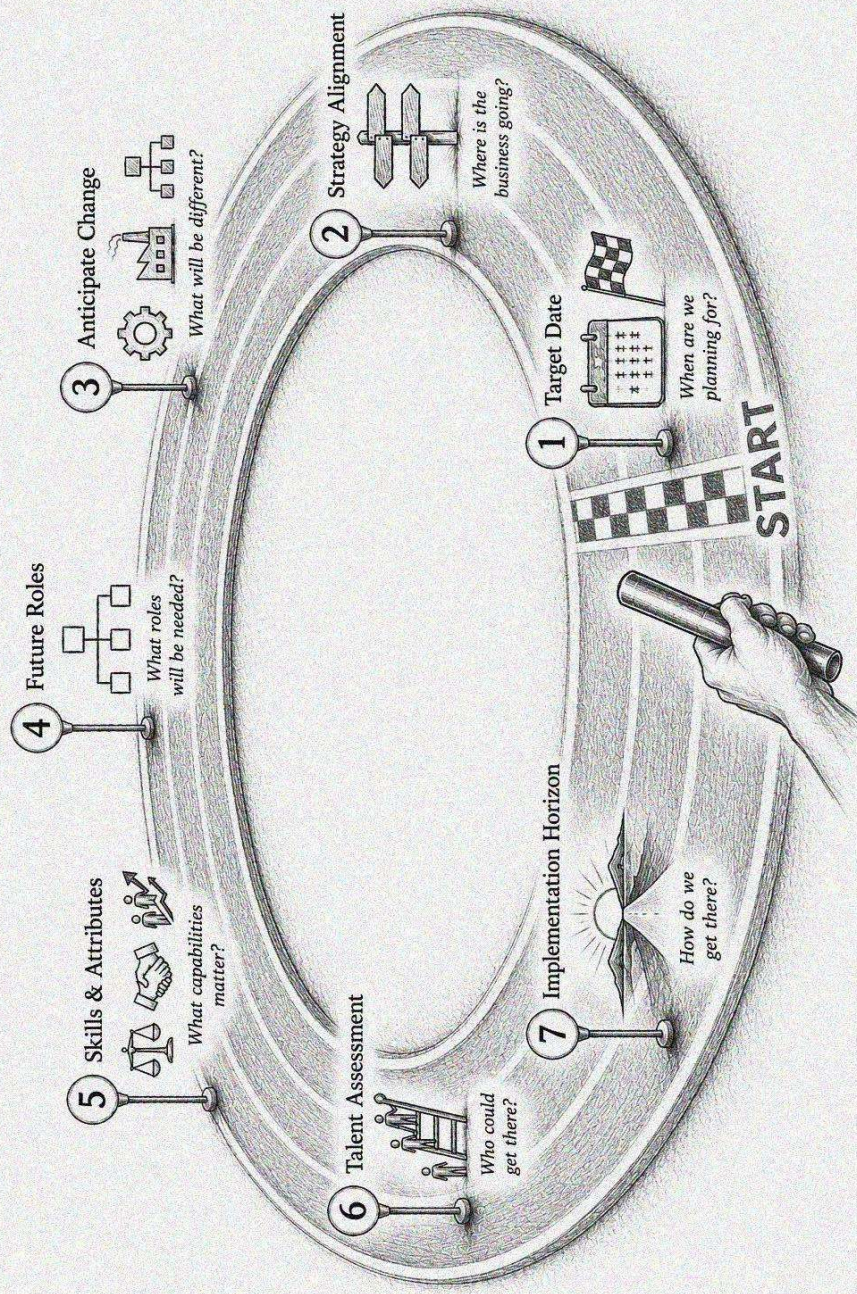


We must teach how we think, not just what we do

Leadership shift



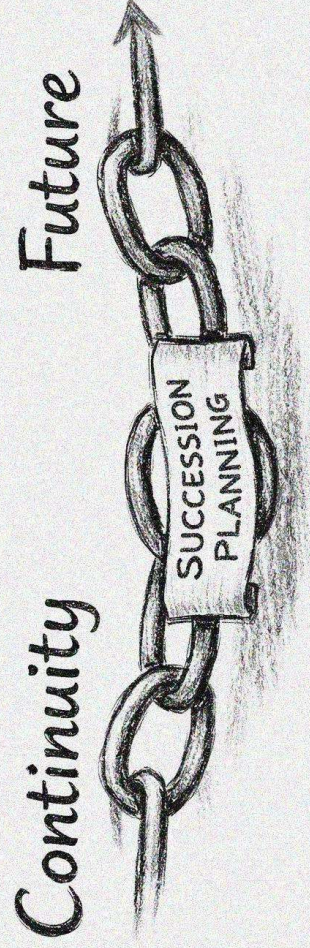
From decision maker → developer of leaders



You will not do your job forever.
In the future, someone else will do your job.
They will not do your job the same way you
did. That's okay. It's actually good.

Part of our job is to set them up for success.
To give them a head start
so they can build upon our work.
And make the organization better
than when you did your job!

Closing



Succession Planning = Risk Management + Leadership Stewardship



Be the leader you wish you had.
Simon Sinek