UNIT SUCCESSION PLANNING
PACK, TROOP AND CREW
PLANNING FOR SUCCESS!
WHO’S NEXT?
WILL YOUR UNIT SURVIVE YOUR DEPARTURE?

SUCCESSION PLANNING:
WHAT, WHY,
WHO, WHEN, & HOW
UNIT SUCCESSION PLANNING BASICS

• WHAT IS SUCCESSION PLANNING?
• WHY SHOULD A UNIT CONDUCT IT?
• WHO ARE YOUR NEXT LEADERS?
• WHEN SHOULD UNIT PLAN?
• HOW DO YOU DO SUCCESSION PLANNING?
WHAT IS SUCCESSION PLANNING

AN ORGANIZED APPROACH TO FINDING YOUR OWN REPLACEMENT AND REPLACEMENTS FOR OTHER UNIT LEADERS
WHY PLAN FOR SUCCESSION?

• DO YOU PLAN TO BE AT THIS UNIT FOREVER?
• IS THE UNIT WORTH SAVING?
• WOULD YOU LIKE A LITTLE HELP?
• IF YOU LEFT TOWN TODAY, WHO WILL MAKE SURE THE BOYS AREN’T DISAPPOINTED?
• IF NO ONE CAN DO IT AS WELL AS YOU, MAYBE YOU SHOULD TRAIN YOUR SUCCESSOR?
WHEN TO PLAN FOR SUCCESSION?

• TODAY!

• EXECUTION OF YOUR SUCCESSION PLAN BEGINS WHEN NEW PARENTS ATTEND NEW PARENTS ORIENTATION

• YOU WORK YOUR SUCCESSION PLAN AT EVERY MEETING

• YOU ADJUST YOUR SUCCESSION PLAN WHENEVER THINGS CHANGE

• NEW PARENTS ARE NEW OPPORTUNITIES
WHO ARE YOUR POTENTIAL SUCCESSORS?

• EVERY NEW PARENT THAT JOINS YOUR UNIT IS A POSSIBLE SUCCESSOR
• TREAT THEM ACCORDINGLY
• ENSURE THEY ARE WELCOME
• ENSURE THEY ARE FULLY INTEGRATED
• ENSURE THEY KNOW HOW THE UNIT WORKS
• KEEP TRACK OF YOUR REPLACEMENT
**HOW DO YOU DO SUCESSION PLANNING?**

- HAVE A LEADERSHIP SUCESSION PLAN
- IDENTIFY AND LIST ALL KEY UNIT POSITIONS
- SURVEY INCUMBENTS AND LEARN THEIR PLAN
- PLAN TO HAVE TWO VICES TO LEARN AND SHADOW
- HAVE A LEADERSHIP/TALENT SELECTION TEAM
- MEET WITH THE PROSPECT
- INVITE THE PROSPECT TO FILL THE POSITION
- TRAIN, TRAIN, TRAIN
SUCCESSION PLANNING RESOURCES

- http://www.crossroadsbsa.org/IYOS
- http://www.scouting.org/scoutsource/Media/Relationships/TrainingtheCOR/05.aspx
- *Selecting Cub Scout Leadership*, No. 13-500; *Selecting Quality Leaders*, No. 18-981