

SUCCESSION REIMAGINED



Build a succession plan that works before there's a gap to fill.

RETHINKING SUCCESSION FOR AN UNCERTAIN FUTURE

Leadership transitions are becoming more complex as organizations face accelerating change, shifting business priorities, and increasing pressure to deliver results. Boards and executive teams are asking a critical question: Do we have the leadership capacity needed for the future?

For many organizations, the honest answer is: we're not sure. Most organizations have a succession plan that focus on who comes next, but struggle to build the leadership readiness needed for an uncertain future. Your leaders may be prepared for today's roles rather than tomorrow's demands — and critical wisdom is lost during transitions.

Our research is clear: succession rarely fails for lack of a plan. It fails because leaders aren't ready, that readiness is not fully defined, and there is no strategy for building leadership capacity over time.

Organizations don't need another succession planning process. They need a better way to build leadership readiness.

That's why we created Succession Reimagined, an executive working session that helps senior business and HR leaders transform succession from a replacement process into a leadership readiness strategy.

At a Glance

Who Should Attend	Senior business & HR leaders responsible for leadership continuity at their organizations (senior teams encouraged)
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Length	2.5 days, in person
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Cohort Size	Faculty-to-participant ratio: 1:8
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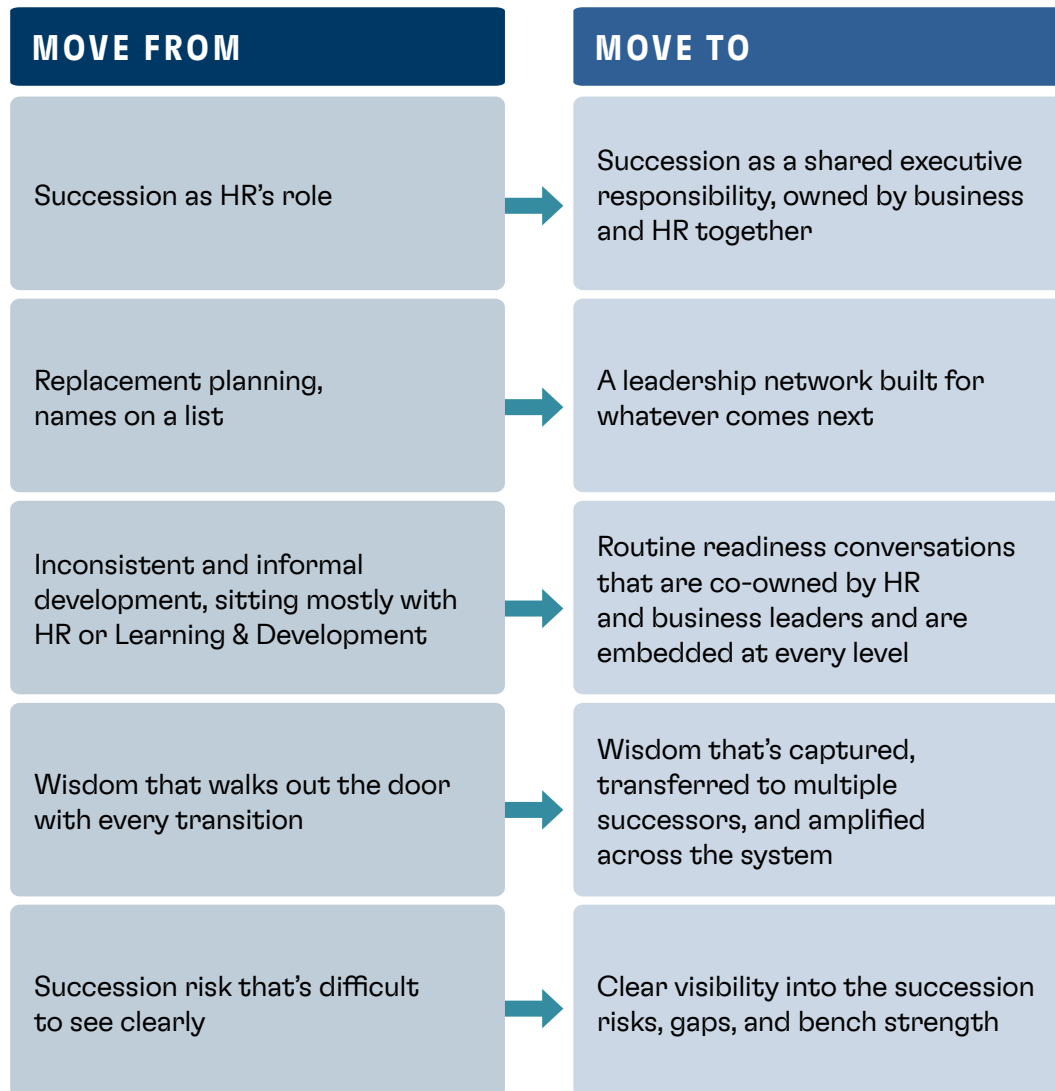
Format	In person, challenge-based working session
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Locations & Pricing	Americas EMEA
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A Different Approach to Succession

This isn't a lecture, an assessment, or a course on the HR process. Succession Reimagined is a 2.5-day executive working session that brings senior business and HR leaders together to strengthen succession as a strategic organizational capability. Participants bring real succession challenges into the room and work through them, using research-based frameworks, practical application, peer exchange, and facilitated discussion.



\$1T

Lost in market value every year through poor transitions

70%

Of organizations still operate without a formal succession plan

85%

Of new CEOs are first-timers in the role

8%

Of HR leaders feel confident in their succession bench

Source: Center for Creative Leadership, *Succession Reimagined Executive Summary Report*.



BUILT FOR BUSINESS & HR LEADERS TOGETHER

Succession isn't a problem any single leader can solve alone. The shift sticks when business and HR leaders build a shared language and commitment to leadership readiness. That's what sets this experience apart: the opportunity to bring cross-functional teams from the same organization. The work goes further and makes a stronger, aligned impact when you bring a colleague and attend together.



Why Organizations Are Reimagining Succession

Organizations are rethinking succession because the challenges they face require more than a replacement plan.

- Leadership roles are evolving faster than traditional succession plans can keep up.
- Organizations lack confidence that their future leaders are ready for what comes next.
- Critical wisdom, judgment, and experience are lost during leadership transitions.
- Business and HR leaders are not always aligned on what leadership readiness looks like.
- Boards and executive teams need greater confidence in leadership continuity and bench strength.
- Leadership development and succession planning often operate separately, limiting long-term impact.

What You'll Walk Away With

FOR YOUR ORGANIZATION

- An organizational scan that surfaces your real succession risks and bench-strength gaps
- Tools to build a succession-centric culture where developing future leaders is a shared priority
- Reduced risk from leadership transitions and unplanned departures
- Greater continuity through change, transformation, and disruption
- Stronger alignment between leadership strategy and business priorities
- Leadership readiness that holds across multiple future scenarios

FOR YOU AS A LEADER

- A clearer view of your leadership legacy and how to prepare others to carry it forward
- Practical tools and frameworks you can put to work immediately
- A shared language for leadership readiness and succession
- Practical actions you can apply immediately
- Time and space to think about leadership continuity without the operational noise
- Connections with senior peers facing the very same pressures

HOW WE DO IT

We move from individual insight to team alignment to organizational action. Throughout the experience, you'll apply what you're learning directly to your own succession challenges, leaving with a clear path forward and practical next steps.

Bring your own challenge

Work through your organization's real succession challenge in the room, not a hypothetical case.

Research-based frameworks

Apply our Immediacy, Continuity, and Generativity (ICG) framework and 70-20-10 strategies that foster readiness.

Peer consulting

Think alongside senior leaders from other organizations who are wrestling with the same pressures.

Wisdom transfer

Learn practical tactics and storytelling approaches to pass on the wisdom that usually leaves with people.

A handoff to action

Leave with an organizational scan, a succession strategy, and clear next steps for your role and team. We'll be there to support your success.



This Program Starts From 3 Things We Believe About You

1 You shape
the future.

2 You have real
needs, right now.

3 You can
get it right.

PHASE 1: BEGIN THE LEARNING

Preparing a Foundation for Lasting Impact

Identify your key succession challenges:

Personal

Team

Organizational

PHASE 2: FOCUS THE LEARNING

Engaging in the Program Intensive

DAY 1

Disrupting the Narrative

- We Are All Successors
- Keynote: Succession Reimagined
- Working Session: What Are Your Whys?
- Experiencing Succession
- Succession-Centric Mindsets: Immediacy, Continuity, and Generativity (ICG)
- ICG Diagnostic
- Working Session: Our Current ICG Story

DAY 2

Rewriting the Story

- Domains of Succession-Centric Leadership: Relational, Political, and Cultural
- Working Session: Storytelling That Shapes a Succession-Centric Culture
- From Wisdom Transfer to Wisdom Growth
- Working Session: Architecting Developmental Relationships and Assignments

DAY 3 (½ day)

Bringing the Story to Life

- Working Session: Future-Back Thinking
- Peer Consulting
- Generativity Begins With Me

PHASE 3: APPLY THE LEARNING

The Next Chapter

90-minute facilitated
organizational follow-up
4-6 weeks later

Immediacy, Continuity, and
Generativity micro-challenges

Succession-Centric Toolkit

Ready to lead
succession differently?

Let's talk about getting you
and your team in the room.

Give us a call at
+1 336 545 2810
or learn more at
ccl.org/SRP

