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The Art of Succession

A STEP-BY-STEP GUIDE

> **Inspired by the RightNow Media webinar "The Art of Succession: Why Your Best Leadership Move May Be Your Last,"** *featuring David Ashcraft, President & CEO, Global Leadership Network.*

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A STEP-BY-STEP GUIDE

Most leaders plan for everything except the day they leave. These six steps, pulled from David Ashcraft's 32 years leading LCBC Church, will help you plan a succession that leaves your ministry stronger than you found it.

1. REFLECT ON YOUR "WHY."

Would your organization actually be better a year after you're gone?

That's the real test of a successful succession. Get honest about which stumbling block might be holding you back: ownership, identity, capacity, security, or a simple fear of change.

2. START NOW, AND BUILD YOUR TEAM.

Who's in the room helping you think this through?

Begin praying over the decision, and assemble a small, trusted team around you. Time is either your best friend or an adversary. The earlier you start, the more options you'll have.

3. EVALUATE YOUR FOUNDATION.

Could your organization absorb a transition without missing a beat?

Review your finances and staff structure to ensure you can support a healthy handoff. Then decide whether to hire internally to keep your current direction, or externally to shift it.

4. IDENTIFY & DEVELOP YOUR SUCCESSOR.

Are you developing character first, and skill second?

Look for integrity before giftedness. Give your successor real opportunities now—communication practice, financial exposure, and introductions to leaders of influence.

5. PLAN THE HANDOFF.

Have you given the transition enough time to go well?

Plan for 8–12 months between announcement and full handoff. Name the emotions early including yours, your spouse's, your successor's, and your staff's before they derail the process.

6. STEP BACK, AND LET THEM LEAD.

Will your organization be better because you left, or in spite of it?

Decide your role after the handoff, then give your successor real room to lead. A good leader's last move is making sure things are better when they're gone than when they were there.

These six steps are just a glimpse at the leadership and discipleship training available through RightNow Media. Give your team access to our library of 25,000+ video resources and teaching from trusted voices like Francis Chan, Jennie Allen, and Matt Chandler, anytime, anywhere, on any device.

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