

New Date!

Passing the Torch: Succession Planning for Organizational Success

Leadership
Workshop Series
with Gay Douglas

Over the next 5 years Canadians will be retiring at a pace unparalleled in human history. The biggest demographic wave in the country's history is hurtling into retirement. The baby boomers – that massive bubble of people born in the two decades following the Second World War - have begun the transition from employment to retirement.

This phenomenon has serious implications for non-profit, charitable and volunteer organizations whose senior management staff are planning to retire in the next 3-5 years. Boards of Directors are watching as knowledgeable and experienced senior staff make their plans to depart, often without a plan to replace their prized employee or the expertise they take with them. It's important to create a range of succession plans for emergency and planned departures, to ensure sustainability, consistency and continued organizational success.

This workshop is suitable for board members and senior staff of non-profit, charitable and volunteer organizations and will explore

- the context for succession planning and who should be involved
- your board's role as employer of the staff leader
- the relationship between mission, vision, values and succession planning
- types of succession plans – emergency, long/short term, permanent
- sample succession policies and steps in succession planning
- tools and resources to help you create your own succession plan.

Registration Information

Tuesday December 3, 2019

9:00 am to 12:00 pm

ECCDC Conference Room, 3340
Schmon Parkway, Thorold

Niagara educators: \$75 includes a
light lunch and all session materials,
outside Niagara educators: \$80

To register, call 905.646.7311 ext.
304, email eccdc@eccdc.org or visit
www.eccdc.org

Please note the Executive Directors
Network Meeting will take place
immediately following this session
from 12:30 to 2:00 pm. Please
register separately for the ED
Network meeting.

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Your Workshop Facilitator, Gay Douglas

Gay's career spans more than 30 years as a community activist, executive director, adult educator and entrepreneur. For the past 23 years, she's served as the Executive Director (now Co-Executive Director) of Literacy Link Niagara, planning and facilitating a complex service system of government-funded adult literacy programs.

She's a life-long learner and volunteer, having served on numerous boards of directors, often in a leadership role, since 1976.

Gay taught for 10 years in the Event Management Post-Grad Program at Niagara College. She's worked with dozens of organizations with a focus on board governance and strategic planning. She's seen first-hand what happens when staff leadership departs with no plan in place.

In 2011 she was honoured by the YWCA of Niagara as a Woman of Distinction in the category of Training, Education and Development.

Gay has no plans to retire anytime soon.