



Halpin Leadership Strategists™

INVEST IN TRANSITION MANAGEMENT

K E Y S T O S U C C E S S

As organizations evolve, change is a certainty. Markets shift, key leaders depart, new leaders emerge and roles change, new information and strategic opportunities become available. Instead of reacting to these random events and circumstances, there is another, more proactive, more strategic and much more beneficial approach, where all stakeholders can win.

A true Transitioning Leader is:

- Motivated to leave a large, lasting legacy.
- Able to articulate and communicate success factors including personal values and the values of the organization in a meaningful way.
- Able to visualize taking the organization to the next level.
- Able to believe that the organization can grow and be even more successful as a result of this process.
- Able to value their investment of time in the process as much as they value their own and the organization's results.

To transition successfully:

- Accept that Transition Management can easily be a lengthy process.
- Be willing to grow themselves personally and professionally.
- Be able to speak authentically and with integrity, grace and graciousness.
- Be willing to let go of pre-conceived beliefs, attitudes & expectations.

When you are ready to transition the leadership of your organization to the next generation, you'll be making quite possibly some of the most important leadership decisions of your entire career. Our process focuses on helping the Board Chair or Chief Executive develop a vehicle to both grow the company's value and simultaneously plan for the future of the company. This is accomplished by supporting the Board of Directors and the Management Team to ensure that the current leaders' success factors and best practices are replicated exponentially.

Our services are fully customized to your objectives, time frames and budget. We facilitate one-on-one conversations as well as small group discussions with the key board and management team members in order to develop more strategic, disciplined and aligned communication and decision making.

After completion of this process, you will have a plan for the future which provides for the success of the company after the transition and ensures the kind of legacy that your commitment to your organization deserves.

Could you benefit from Transition Management?

1. List 3 strengths and critical success factors of yourself and your organization (the things that have driven and built the value of your company).
2. How many of your Board Members and Management team members use your critical success factors and value drivers consistently to achieve similar results (e.g., a focus on customer satisfaction)?
3. Is there alignment in your organization around
 - Vision?
 - Mission and Purpose?
 - Annual or 3-5 year plan?
 - Roles?
 - Responsibilities?
 - Expectations?
4. Is there alignment this week around the 3 top strategic priorities for all key Management team and Board Members?