



SUCCESSION PLANNING

Succession planning is an ongoing process of systematically identifying, assessing and developing talent to ensure the leadership continuity for all key positions in an organization.

For every Unit position there should be parent participation and future leadership representation.

- ✓ Newest members can observe and help.
- ✓ Experienced parents/leaders act as Co-Chairs and Co-Leaders.
- ✓ Seasoned leadership will help continue to grow and strengthen the Unit by serving as top Leaders and Chairs.

“It’s far better to find ten people that can do the work than it is to find one that can do the work of ten.” Remember, everyone has something to contribute and may be waiting for you to ask for help. Look carefully at the future of your Unit. Is the best leadership in place now and in the future to make dreams and plans come true?

Create a culture of volunteering in your unit! When you sign up new Scouts make sure the parents understand that by signing their son up they will be expected to take a role in the troop of some kind, even if that is helping with badges and outings.

How will succession planning help your unit?

- If your unit has a process of identifying and selecting leaders before there is an immediate need the unit will run smoothly and all the Scouts will benefit from a better program
- You can find the right leaders because you have time to look
- You can train your leaders so they have an idea of what to do before they start

Use the spreadsheet to plan for the future success of your unit. Where needed, use the step-by-step instructions on recruiting volunteers. If a Cubmaster or Scoutmaster is needed, use the BSA publications on recruiting these leaders.

And after you sign them up, be sure to get them trained and remember the six major tasks of volunteer success!