

Your Succession Journey: New Coaching from the Clarity Thought Leaders at Auxano

Auxano's succession planning service is designed to help ministry leaders navigate the following questions.

What leadership transition process makes the most sense for our situation?

There are three basic ways leaders transition. We refer to these as the Stop-n-Go, Intentional Interim, and Overlap. Each is a valid option, but used for different reasons. Knowing the pros and cons for each will help you make an informed decision in selecting the option that best fits your unique situation.

What types of questions should we be asking as we develop our succession planning strategy?

There are five critical areas every succession planning strategy needs to consider. Developing a plan that addresses each area (we refer to them as "Signposts") impacts the overall health and effectiveness of your strategy. The five Signposts are Pisgah (see Deut. 3:23-28), Teams, Search, Authority, and Ceremony.

How prepared are we, from an organizational structure standpoint, to navigate a season of leadership transition?

It's not uncommon for things that have no direct correlation to the succession planning strategy itself to cause significant disruption. For example, a lack of documentation in your governing documents can become the basis for confusion and possible division. With appropriate planning there is no need for this, or other areas, to become a stumbling block.

How do we prepare and lead our people through a season of significant leadership transition?

At its core, succession planning is about preparing so they know what to expect during a season of transition. Having an intentional strategy won't alleviate every challenge, but will go a long way in soliciting their commitment through the process. This is an important way to fight the tendency for people to become disengaged.

Auxano will guide you through a journey of "Checkpoints" to develop your comprehensive succession planning strategy. Our **Succession Journey** will help your team navigate the core issues outlined above in a thorough, meaningful way.

[Read more from Will.](#)

Want to know more about our Succession Journey? [Contact us to start a conversation.](#)