

Succession Planning

A one-day training by Newell Eaton on organizational and personal readiness for leadership transitions.

Offered:

**Thursday, February 28th Geneva, NY and
Tuesday, March 4th Poughkeepsie, NY
8:30 a.m. to 4:30 p.m.**

Who will carry the torch when you leave? When you or another key player in your organization leaves, what will happen? Who will sustain what matters most? How will your replacement be selected? Who will decide what? Do they know what they need to know? What will you be remembered for? Do you know what you want to do after you leave? In this workshop you will explore these and other questions related to one of the most challenging organizational change events, a leadership transition. You will leave with a clear picture of what can be done:

- to better prepare for your departure and replacement of that role or of other key players;
- to assist your board in creating the right succession planning process for your organization;
- to help make these changes as seamless as possible for the organization;
- to help staff, families and colleagues with change and transition.

Changes in leadership and key staff are one of the major transitions an organization must manage in order to grow and sustain itself. This is true regardless of the organization's size, age, function or complexity. We will begin this workshop by looking at how you and your organization create and adapt to change in general. You will learn a set of tools and techniques to better address the people side of change. Based on the works of William Bridges, author of *Managing Transitions, Making the Most of Change*, the information will help you support yourself, staff and colleagues as you respond and react to changes. The tools will help you to assist others through the phases of transition and can help reduce the negative stresses change can cause.

Presenter Newell Eaton is a facilitator, coach, trainer and designer who helps individuals, organizations and communities facilitate intentional change. Working in partnership with other leaders he helps them communicate, innovate, plan and perform more effectively. He is sought out for his creative responsive approach, his capacity to facilitate productive conversations, and his 40-plus years of experience helping leaders and teams identify, plan and achieve their goals. Formerly the Director of Strategic Planning for the NYS Office of Children and Family Services, he designed and coordinated the agency's strategic planning process and was a member of the change management team that coordinated the merger of the state's child welfare, child care, youth development and juvenile justice systems. He has provided guidance to a number of other state agencies, corporations and not for profit organizations around the country.

To register: See attached form.



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