



INVESTOR ALERT

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Failure to Plan for Succession is Planning To Fail

(Or Alternatively, Without Succession Planning, Anything That Can Go Wrong Will Go Wrong)

An experienced organizational observer will be able to see evidence of succession planning within an organizational structure.

Beware the organization that is too flat, too hierarchical, or too departmentalized because it may not embrace its responsibility to develop leaders.

Beware the organization that does not have a prerequisite role to the CEO position that:

- Integrates multi-country needs, for a successor CEO will not have the experience to integrate both domestic and international business strategy.
- Integrates staff and line positions, for a successor CEO will not have learned how to manage staff and line individuals.
- Coordinates multiple divisions developing different products, for a successor CEO will not have experience managing multiple business units prior to becoming CEO.

And of course, Beware the Ides of March (especially if your name is Caesar).