



**Presented by Liz Weber, CMC, CSP**

- *Are you worried that one of your key people might leave?*
- *Do you have one-deep scenarios where only one person knows how to do key tasks?*
- *Are you concerned about upcoming retirements because the successors are not prepared to step-up and take over?*

If your audience of association leaders answer 'YES' to just ONE of these questions, this presentation is for them! In this informative, nuts & bolts presentation, Liz Weber, CMC, CSP presents straight-forward ideas on how to build depth and develop an on-going succession planning process – not just a plan. Through an eight-step process, Liz shares how association leaders can engage their volunteer leaders in creating a succession plan, as well as in developing a talented team of staff and volunteers. Your attendees will leave with the ability to share the simple process with their own association leadership teams to immediately re-assess or start their own association succession plans. Your attendees will not be left wondering, "So what do we do next?" They will walk away with confidence and a roadmap for creating an aligned succession planning process that makes sense, is simple, and works!

### **Learning Objectives:**

*In this presentation, your participants will learn to:*

1. Align Succession Plans with Strategic Plans to Create Two Powerful Daily Management Tools
2. Create Emergency/Short-Term Staffing & Long-Term Workforce Plans
3. Identify "Hot Spots" and Build Depth with the Leadership Team
4. Establish Pools of Qualified Candidates Across the Association
5. Outline a Culturally Aligned, Strong-Fit Talent Acquisition & Retention Process

**Biography:** Liz is one of fewer than 100 professionals in the U.S. to hold both the Certified Speaking Professional (CSP) and Certified Management Consultant (CMC) designations. As such, Liz's presentations educate and energize audiences, spur thought, and ignite ideas to drive leaders and organizations forward. Her company supports manufactures, hospital systems, financial & professional services firms, and governmental organizations. Liz has worked with organizations in over 21 countries and has been consulting and training organizations and specialty groups on leadership issues for more than 25 years. She is also a respected coach, author, and board director.

## ***What clients are saying...***



*"Liz made this process very accessible and easy for us as a board and for our members to understand and support."*

Ron Culberson, Former President, National Speakers Association

*"This process has encouraged synergies through the departments while developing strategic alignments within the organization!"*

Suzanne Welker, VP Human Resources, Berger Health Systems

*"Your focused presentation on strategic planning allowed both new and veteran board members and staff to clearly understand the purpose of strategic planning. The presentation also provided us with a systematic process for creating and workable plan that will be easy for us to utilize."*

Tauna Perenovich, Board Chair, VA Pittsburgh Federal Credit Union

*"Because of your strategic planning process we were able to implement a focused strategic plan. We developed clear goals. We have clear timelines for our goals and we track our progress at every board meeting. Your process has made our plan truly workable!"*

Amy Hicks, Executive Director, United Way of Franklin County, PA

*"In the last 8 months, we have doubled... Before we didn't have a map or game plan ...Now employees are no longer dependent upon me, the owner of the company. I can now see our future so clearly."*

Jocelyne Melton, CEO The Baxter Group

*"Liz brings unbelievable credibility and real-world examples."*

Cathy Trower, Johns Hopkins University

*"Liz's leading edge thinking helps you see opportunities you never knew existed."*

Linda Provard, Vice President Operations, First National Bank of Greencastle

*"Your presentation created a lot of excitement about posting and communicating the mission and vision. Now that we're back at the office - it's still the buzz!"*

Sandy Sykes, Director of Training, PA Department of Conservation and Natural Resources

*"Our company is now focused. Every task we do is directed toward the Vision. I had been managing my company, now I'm leading it."*

Kevin Mellott, ServiceMaster of Harrisburg

*"Liz is full of energy, focused on results, and really engages the client. I mean all of the client in the process. Liz always exceeds our expectations and even fine tunes them when appropriate. Thanks to Liz we have a business plan and a management team that embraces it."*

Eric Henry, former Executive Director, PA State Employees Retirement System