

Category

Strategy

Strategy for Founder Transition, Succession & Leadership Change Playbook

Keeping strategic continuity when the person who embodied the strategy is leaving

- Executive
- Advanced
- Template Included

- Mithun A. Sridharan
- 27 May 2021
- 4 minute(s)

Overview

A framework for separating what genuinely depends on a departing founder or leader from what can and should transfer to their successor, so strategic continuity survives leadership transition.

Is this only for founder-led companies?

The core discipline applies to any major leadership transition — CEO succession in a non-founder company faces a milder version of the same problem: strategy that's become entangled with one person's judgment, relationships, or instincts.

How far in advance should this planning start?

Ideally two to three years before an anticipated transition, though the diagnostic work (separating personal judgment from institutionalized process) is useful to start well before a specific transition date is set.

```
{ "@context": "https://schema.org", "@type": "FAQPage", "mainEntity": [ { "@type": "Question", "name": "Is this only for founder-led companies?", "acceptedAnswer": { "@type": "Answer", "text": "The core discipline applies to any major leadership transition — CEO\nsuccession in a non-founder company faces a milder version of the same\nproblem: strategy that's become entangled with one person's judgment,\nrelationships, or instincts." } }, { "@type": "Question", "name": "How far in advance should this planning start?", "acceptedAnswer": { "@type": "Answer", "text": "Ideally two to three years before an anticipated transition, though the\nndiagnostic work (separating personal judgment from institutionalized\nnprocess) is useful to start well before a specific transition date is\nset." } } ] }
```

Subscriber access

Unlock this playbook

This playbook — including every framework, template, and step-by-step section — is available free to Think Insights subscribers. Enter your email to unlock it instantly and get our weekly insights newsletter. No account needed, and access is remembered on this device.

First Name

Last Name

Email

Country

☐ I agree to data processing in accordance with GDPR

Leave this field blank

References

Related playbooks

Strategy

Strategic Options, Real-Options & Portfolio of Bets Playbook

A framework for treating strategic initiatives as a portfolio of staged bets — sized and sequenced using real-options logic — rather than committing full capita

- Executive
- Advanced
- Template Included

[Read playbook](#)

Strategy

Strategic Partnerships, Joint Ventures & Alliances Strategy Playbook

A framework for deciding how to structure a strategic partnership — contractual alliance, minority investment, or joint venture entity — matched to the specific

- Executive
- Advanced
- Template Included

[Read playbook](#)

Strategy

Strategy as Daily Operating Discipline Playbook

A framework for embedding strategic thinking into regular operating routines — decision-making, resource allocation, weekly reviews — so strategy execution happens

- Practitioner
- Intermediate
- Template Included

[Read playbook](#)

[Talk to us about leadership transition](#)

Tags

- Succession Planning
- Leadership Transition
- Founder Transition

Author

Mithun A. Sridharan

I'm Mithun A. Sridharan, Founder of this website - Think Insights - on Strategy, Management Consulting, Leadership, Digital Transformation, and Data Literacy. Follow me on social media or connect with me on LinkedIn for updates.