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

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- 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.

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