Conducting an Effective CEO Search & Succession Planning

Wednesday, July 10, 2019
Roundtable Session: 12:30 pm – 1:30 pm
Keys to a Successful Search

- Process
- Transparent
- Fair
- Equitable
- Competitive

- Due Diligence
- Background Investigation
- Communication
- Confidentiality
Recruiting a New President

- Candidate Pool
- Competition
- Compensation
- Contract
- Retirement
- The ‘Presidency’
- The Senior Team
An Effective Search Process:

Value to the College

Value to the Board

Value to the Community

Minimizes the Negative
How To Become Ready...

Values and Culture

• What is important? What do you value? What cultural values do you reflect?

• Identify the values that bring cohesion and progress to the College.

• Do you invest the time in becoming a better informed, educated, and effective Board?
How To Become Ready...

Procedures and Guidelines

- Conduct an audit to determine preparedness for transition
- Determine if all necessary documents are available and relevant
Suggestions

• Plan a retreat
• Engage in confidential, frank, and honest discussion with leadership
• Invest in development
  • Board
  • Leadership
  • College personnel at all levels
• Succession planning
Resources Available to the Board

State Associations
Peers
ACCT
Welcome

Community College Executive Searches

Selecting a president or chancellor is one of the most important decisions made by a governing board. The decision has far-reaching implications for the board, the college, and the community. ACCT is committed to providing membership services that meet the highest professional standards, are reliable, and are the
MISTAKES

What are common mistakes made during a presidential search?
Questions?
Thank you

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