



# 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



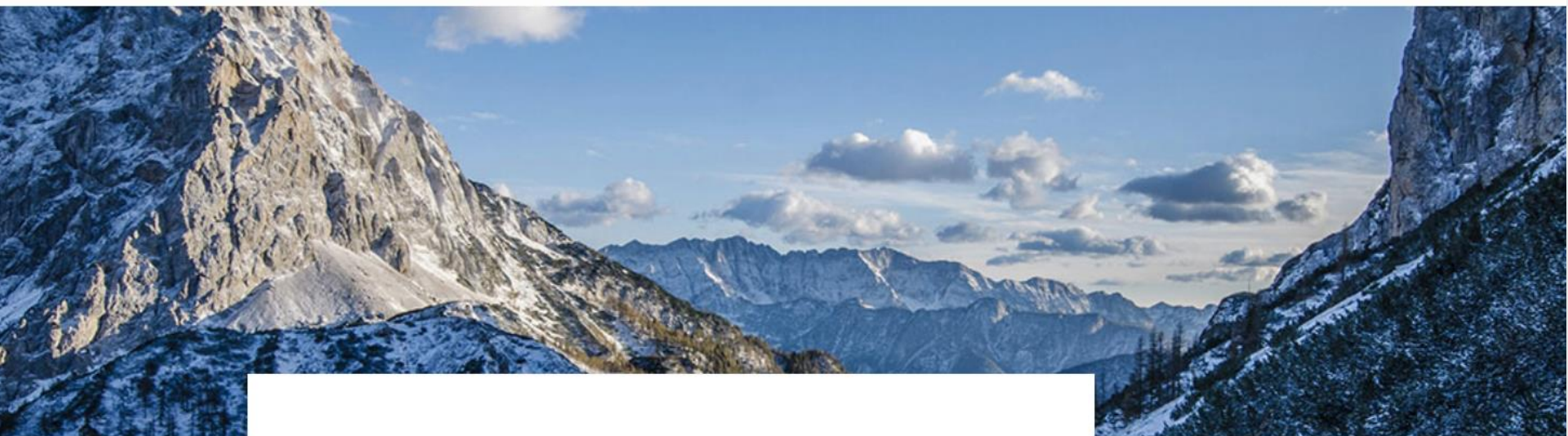


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## Welcome

### 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

For more information please contact:

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