

CEO Transition Articles/Abstracts

Article	Source	Topics Covered	Abstract
Managing CEO Transitions	McKinsey	<ul style="list-style-type: none"> • Key lessons from CEOs regarding transitions • Goals/objectives/legacy • Assessing culture • Prioritization/focus areas • Leadership team building • Communications 	<p>A series of discussions with CEOs who have undergone periods of transition from around the world; lessons on how to make the best use of this time of change, during which new performance expectations can be established more easily and new organizational norms are cast.</p>
Leadership Transitions - After the Handshake	HBR	<ul style="list-style-type: none"> • CEO succession • Board of Directors engagement • Variables that impact transition process • Outgoing CEO role • Leadership teams 	<p>A startling percentage of new CEOs fail within their first 18 months, sometimes due to making poor strategic moves, and sometimes due to the board making an imperfect choice by overestimating a candidate’s abilities or hiring someone whose skill set doesn’t fit the context.</p> <p>CEO transition is not a simple onboarding process. Instead, it’s a longer process of interactions both formal and informal, planned and impromptu. It should begin when the board’s choice accepts the position and last for months after he or she arrives. The outgoing CEO, CHRO and board all have key roles to play in the process.</p>

How to Communicate During a Transition	INC	<ul style="list-style-type: none"> • CEO transition communications • Leader communications • Setting CEO objectives • Identifying stakeholders • Message development 	<p>One of the most important factors in a successful leadership transition is effective communication. New CEOs often underestimate the time needed to engage with primary stakeholders and don't understand that communication is a crucial part of their job description. This article outlines 3 key essential elements of an effective new leader communication effort.</p>
CEO Transitions	FTI Journal	<ul style="list-style-type: none"> • Organizational impact • Managing risk • Investor CEO assessment • CEO transition roadmap • CEO communications 	<p>Leadership change in a company affects their enterprise value. Whether this is positive or negative depends largely on measures taken by boards and CEOs in the months leading up to — and following — the change. Recognizing this environment, boards and new CEOs must act before, during and after a leadership change to manage the risk, while setting the agenda for the future.</p>
What It Takes for a New CEO to Make a Successful Transition	TLNT	<ul style="list-style-type: none"> • Setting formal transition goals and objectives • Transition process elements • Board of Directors engagement • Organizational culture 	<p>A study outlines how many CEOs fail to meet their objectives during their first 18 months, and how systemic failure has nothing to do with competence, knowledge, or experience, but instead ties to how the CEO transition was orchestrated and whether major steps were missed. The article shares several objectives and goals to make a successful leadership transition, including vision, alignment, accountability and culture.</p>
Ten Key Dimensions of Effective CEO Succession	Ivey Business Journal	<ul style="list-style-type: none"> • CEO succession • Board of Directors engagement • Aligning strategy • Setting a timeline • Selecting the CEO • Performance measurement 	<p>How to manage the succession process to achieve the best possible leadership transition outcomes. “When properly planned and thoughtfully executed, CEO succession offers a company far more than just the transitioning of its top leader. It enables organizations to envision new opportunities for growth and realign and strengthen processes and systems throughout the enterprise.”</p>