

Business is getting very personal.

Succession planning used to be just another line item in the strategic plan. Now, it's getting personal. Here are two stories, and two solutions.

“We are not going to be around forever.”

“What’s the legacy we leave?”

Demographics don’t lie.

The coaching approach or the systems approach?

What’s the latest trend?

Your call to action.

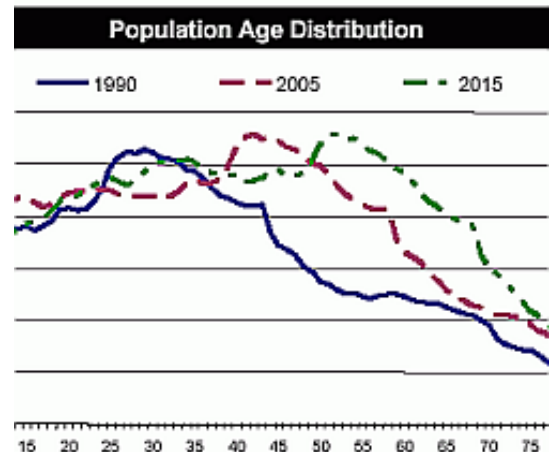
A few weeks back, Sherpa Coaching was engaged by a service company with national scope. Top-level executives asked Sherpa to coach second-tier managers who will soon be stepping into the top slots. The CEO and Senior VP put it on the table in personal terms: **“We are not going to be around forever.** If we leave the company in good hands, we’ll feel like we’ve done something worthwhile.” That’s personal.

In another engagement, Sherpa is designing systems to develop leadership, top to bottom, for a distribution company with a coast-to-coast market. It’s a family business, and again, top level execs are looking at retirement. **“What’s the legacy we leave?”** If we don’t do this, there’s no guarantee this will be a strong organization, or a good place to work.”

Both companies serve a low profile, industrial niche. They’re not glamorous. They don’t need to put on a show for shareholders. What they are doing is real, and it’s heartfelt. They need the same result, but there are two ways to get there.

The coaching approach works when you can say: “I have good people. They’re loyal, they’re smart and they work hard. They’re just not ready to be the face of the company.” The solution: work on weaknesses that hold them back. Take every potential successor to peak performance, and your next CEO will step up as the obvious choice.

The systems approach works when you can say: “It’s time to take real, personal leadership down through the ranks. When a respected CEO steps down, we lose the one thing that keeps people focused and loyal.” The solution: design a delivery system and choose the content that develops real leadership and loyalty at every level, top to bottom.



Demographics don’t lie. When your organization’s senior leaders retire, everyone else’s will be retiring, too. You’ll have nowhere to go for leadership, unless you develop ‘bench strength’, starting now.

Take a good hard look at what you’re up against, and start working on the coaching approach, the systems approach, or both.

The Latest Trend? The 3rd annual Sherpa Executive Coaching survey shows a dramatic shift in the way coaching is used: from problem-solving to proactive development. Rising stars are getting the one-on-one attention they need to move to the next level.

How can we help? One of the world's largest automakers and one of the USA's largest banks are growing their own coaching talent, with in-house training and certification from Sherpa Coaching.

How can you help others? Consider a coaching career. Quite a few recently-retired executives are going back to school, becoming Certified Sherpa Coaches at Penn State, the University of Georgia and Texas Christian University.

Sherpa Coaches graduating at Penn State, 2007.



For more information:

Visit sherpacoaching.com, or call Karl Corbett, Sherpa managing partner, at (513) 232-0002. We can help. You can help.