



## A2.7 CEO SUCCESSION PLANNING

---

### INTRODUCTION

---

The purpose of succession planning is to ensure that, as the Foundation grows and changes, the right leadership is in place for the Foundation to achieve its strategic objectives. The Board is directly responsible for CEO succession planning.

### OVERVIEW

---

Planning for CEO succession involves a discussion of:

- Based on the Foundation's strategy, what attributes are needed in a future CEO, in both a planned and emergency succession situation?
- What are the plans to prepare for emergency and planned transition?

### THE BOARD'S ROLE

---

The Board is responsible for:

- ensuring there is a succession plan in place for the CEO that includes:
  - a description of attributes that are key to the CEO's ability to lead the successful execution of the Foundation's strategic plan (e.g. long term attributes); and
  - a description of the attributes that would be key for a person stepping into the CEO's role on an interim basis in the event of an unplanned departure of the CEO; and
- ensuring that appropriate communications plans are in place with respect to communications on behalf of the Foundation should there be an unplanned departure of the CEO.

### PROCESS

---

On an annual basis, the Board (in an *in camera* meeting) allocates time for discussing CEO succession planning.