

Importance of Succession Planning

Succession planning helps ensure you can fill future openings in the service unit team. Planning for succession allows for the ongoing identification and development of volunteers, so when the time is right, they are prepared for a service team role. Service unit teams are most successful when candidates bring diverse experiences, are committed to Girl Scouts and can work collaboratively as a team.

Examples:

- Create “Assistant” position to work alongside current leaders and provide support where it is needed
- Create “Shadow” position to work alongside current leaders in anticipation of assuming the leadership role in the upcoming year

Tips!

- Look beyond current troop leaders
- Speak enthusiastically
- Always be on the lookout for new volunteers
- Prioritize the development of new leadership
- Have fun!
- Always speak positively about volunteers
- Plan ahead
- Encourage new ideas

As the leader of your service team, how can you make a lasting, positive impact on your service unit?

When thinking about succession and how it relates to your service unit, it is important to consider what it means to leave a legacy. Work with your team to define what “leaving a legacy” means to your area, then identify areas of your structure, performance or culture that could benefit from improvement.