

TITLE: SUCCESSION PLANNING

PURPOSE: To ensure the effective, efficient and continuous operations of the Center for Health Care Services through leadership succession planning.

POLICY STATEMENT

CHCS Board requires that CHCS Executive Leadership establishes a succession plan to provide continuity in leadership and avoid extended and costly vacancies in key positions due to retirement, resignation, death or new business opportunities. CHCS will assess the leadership needs of the company to ensure the selection of qualified leaders that are diverse and a good fit for the organization's mission, goals and culture with the necessary skills for the organization. The succession plan will identify and evaluate a pipeline of high potential leadership candidates for at least all executive and director level positions. In addition to identifying high potentials, the succession plan will include a dynamic, on-going process to prepare high potentials for identified leadership positions.

OFFICE OF PRIMARY RESPONSIBILITY: Director of Human Resources