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COACHING

Leading with purpose. Delivering on the promise.

FOR ORGANIZATIONS

Succession Readiness Practice

A Fixed-Scope Engagement for Organizations Facing a Succession Moment

Most organizations discover they need a succession plan the hard way — after someone critical leaves. This is a formal, fixed-scope engagement to build one before that happens: a real assessment of who's ready, who isn't, and what it will take to close the gap, delivered as a plan your board can actually govern against.

WHO THIS IS FOR	WHAT'S INCLUDED
– Boards, CEOs, or CHROs facing a known leadership transition on the horizon – Organizations that got lucky on their last transition and don't want to rely on luck again – Healthcare systems and other regulated organizations under governance pressure to formalize succession – Organizations preparing for a private equity exit or a generational, family-business handoff	– A full succession risk assessment across your organization's critical roles – Successor identification and an individual development plan for each candidate – A written succession policy and emergency / interim protocol – A board reporting cadence and an internal review rhythm your team owns going forward

THE ENGAGEMENT ARC

1 Assess <i>Map critical roles, incumbents, and departure risk.</i>	2 Develop <i>Identify successors and build a development plan for each.</i>	3 Govern <i>Turn the plan into a policy the board can act on.</i>	4 Sustain <i>Hand off the rhythm so it outlasts the engagement.</i>
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ENGAGEMENT & INVESTMENT

6–12 Months <i>Scoped to your organization's timeline</i>	\$60,000 Fixed Fee <i>Annual engagement, billed as agreed</i>	On-Site & Virtual <i>Working sessions, interviews, board presentations</i>
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WHAT YOU LEAVE WITH

A documented succession risk matrix • Individual development plans for every identified successor • A board-ready succession policy • An internal review rhythm your team owns

Successors who need focused executive development can continue directly into the Promise Leadership Lab or the Leadership Transition Intensive — scoped and priced separately, based on timing and need.

Start With a Confidential Conversation

No obligation, no pitch — just an honest look at your organization's bench strength. | laurieschadeggcoaching.com