## Co-CEO Planning

### Staff Engagement: Key Questions and Takeaways

| How should staff be involved in succession? | • Staff should be involved with designing the job description, interviewing candidates, and hiring the ED  
• Use succession as a time to get staff input on opportunities and challenges for the organization |
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| How can ProInspire center equity in a planned succession? | • Recognize that leadership changes shift organizational culture  
• Focus on values alignment in the process itself (salary transparency, recruitment pools, candidate experience, interview process)  
• Involve staff in decision-making  
• Consider the Co-Director model |
| What is the current CEO’s role in a planned succession? | • Share potential vision that staff and new CEO can shape  
• Define which responsibilities could go to a new leader and which to other roles  
• Transition knowledge and relationships  
• Support new leader |
| What elements of the organizational culture and vision of equity need to be considered in an executive search? | Incorporate core commitments from our Leadership Model for Race Equity:  
• Explore identity by inviting candidates to bring their lived experience  
• Center relationships in the process  
• Align values in the approach for a search; highlight our culture around caring for self and not overworking  
• Consider how transition is an opportunity to reimagine our culture and work |

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