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Succession Planning: Managing Staff Turnover and Building Future Leaders

Thursday, March 14th, 2024

10:45AM-11:30AM



Session Description

The COVID-19 pandemic and the impending wave of Baby Boomer retirements have made succession planning crucial for organizations.

This session explores how CEOs can prioritize creating a plan amid staff turnover challenges, how to tap and develop talent amongst existing staff, and what to do if you're a staff specialist aiming to be a REALTOR® Association CEO one day.

Gain tips from your colleagues who have first-hand experience and successes in these areas.



Stephania Bloodworth
COO, Cape Fear REALTORS®



Moderated By:
Janice Myers
CEO, Canadian Real Estate Association



Michelle Mills Clement
CEO, Chicago Association of
REALTORS®

Key Takeaways

1. Succession planning should be proactive, not reactive. Don't start planning when someone leaves.
2. Understand who is responsible for what: the Board oversees CEO hiring; the CEO oversees staff hiring.
3. Have conversations around employees' goals at performance evaluations.
4. Have your succession planning in writing (Policy Manual, Standard Operating Procedure, etc.)
5. Be transparent and communicate major changes with staff. And be intentional.



¿Questions?



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