Managing Founder & Long-Term CEO Succession

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Research Questions

• What are the greatest challenges with founder and long-term CEO transitions? What impact do they have on their organizations?

• What are different approaches to managing a founder / long-term CEO transition? When does it make sense for an exiting CEO to stay engaged after the transition?

• What best practices and common pitfalls exist?
Methodology

Financial statements
Random sample of 2000 organizations
Sample includes 106 founder transitions, 161 long-term CEO transitions, and 340 short-term CEO transitions

Survey
Joint survey with BoardSource, Bridgespan, and GuideStar
Sample includes 202 founder transitions, 110 long-term CEO transitions, and 212 short-term CEO transitions

Interviews
Interviews with 49 individuals from 31 organizations
Includes founders, successors, and board members
Presentation overview

Review of research findings
• Four types of transitions
• The most successful model
• Four necessary conditions for an extended role
• Steps all boards can take now to pave the way for transition success

Fireside chat

Group discussion