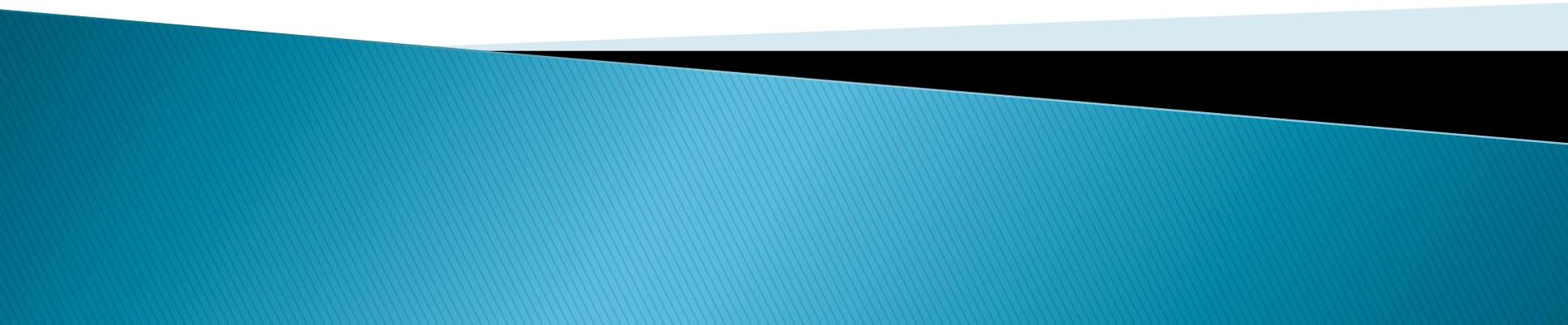


Having the right people to lead your organisation

Anna Bezodis and Alex Swallow



Introduction

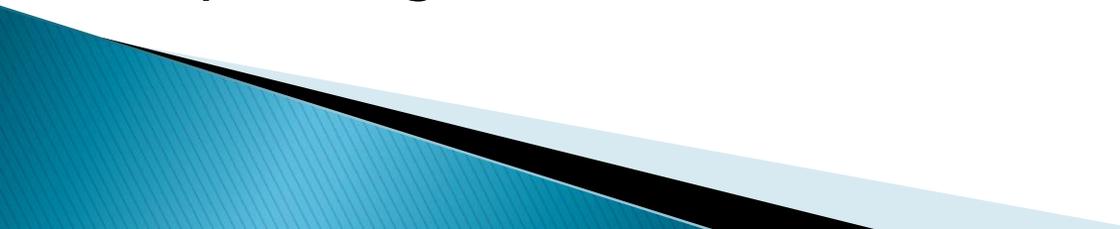
Anna

- ▶ Legal Services Officer at WCVA, umbrella body that works to support, develop and represent Wales' third sector at UK and national level
 - ▶ Leads on WCVA's work relating to trustees and governance, and provides free legal information service to voluntary organisations in Wales
 - ▶ Has personal experience of being a trustee, although not in a trustee role at present.
- 

Alex

- ▶ Founder of Young Charity Trustees, an organisation which encourages young people to apply to join boards and charities to reach out to them.
 - ▶ Programme Director of the Charity Leaders' Exchange, a networking and information-sharing organisation for senior charity leaders.
 - ▶ Was on a trustee board for a number of years, stepped down this year.
- 

Why is succession planning important?

- ▶ Essential to prepare for the years ahead – need the right people on the board for direction, plus vision and skills.
 - ▶ You get the right people, but what if they retire?
A smooth transition between trustees with relevant skills/attributes ensures your board remains effective.
 - ▶ Succession planning is not risk management: pro-active and continuous development of your board's effectiveness.
 - ▶ Forces you to think about how life might change for your organisation in the future.
- 

What to consider

- ▶ What does your governing document say? Follow it, or amend.
 - ▶ Key roles for succession – essential posts you would need to fill without a delay? Posts that may be vacated in near future?
 - ▶ Skills on your board / gaps identified – audit? Diversity?
 - ▶ Pools of talent to fill key roles?
 - ▶ Trustee recruitment – plan/budget? Role descriptions? Targeted advertisements?
 - ▶ Public image of your board to people outside the organisation?
- 

Top tips

- ▶ A succession plan will ensure continuity and focus – give yourself time to recruit the right people
 - ▶ Consider introducing terms of office, if none – possibly staggered?
 - ▶ Have a code of conduct for trustees
 - ▶ Annual discussions (at least) between the Chair/Vice Chair and each trustee to understand aspirations
 - ▶ Consider if there is anything you can do to make it easier for Trustees (existing and potential future) to fulfil their duties.
- 

Further assistance

Anna Bezodis:



abezodis@wcva.org.uk



0800 2888 329



www.wcva.org.uk



Alex Swallow:



alex_swallow@hotmail.com



<http://alexswallow.wordpress.com/>



<https://twitter.com/AlexSwallow>

<https://twitter.com/YoungTrustees>

