



Session Three

Succession Planning in Turbulent Times

Executive Leadership

In the best of times, succession planning can be challenging. In turbulent and uncertain times it becomes more important and requires special handling in order to ensure its success, as well as its value to the organization. This unique workshop is designed to address the pros and cons, readiness for action goal-setting, how to stage the process and how to demonstrate success.

Ann M. McCreery, a Managing Consultant of Organization Development at Waldron & Company, has more than 25 years' experience as an operating manager and director, program evaluator, operating systems designer, professional organization developer, survey developer, organizational consultant, trainer, educator and writer. She has served as a member of the faculties at Washington State University and at the University of Washington, where she taught management, organization and systems development, and research. Ann is an experienced internal and external consultant to business, health care, and life-sciences, public administration, public and private sector governance boards and bodies, not-for-profit organizations, and educational institutions.

Ed Rogan, Executive Search Practice Leader with Waldron & Company since 1995 brings more than seventeen years of professional human resources experience to the Firm. In addition to leading the Firm's Executive Search Practice, Ed consults in the areas of career transition, outplacement, testing, assessment, and performance management. He has led the Firm's administrative functions including facilities, technical resources, and vendor relations, as well as managing the Firm's field offices in Salt Lake City, UT and Boise, ID.