

# Succession Planning: Developing the CVI Leadership Pipeline

Transferring knowledge and relationships for long-term organizational sustainability



**CVIPI**  
Community Based Violence Intervention  
and Prevention Initiative

**OJJDP** Office of Juvenile Justice  
and Delinquency Prevention

**NIJ** National Institute  
of Justice  
STRENGTHEN SCIENCE. ADVANCE JUSTICE.

Office for Victims of Crime  
**OVC**



**BJA**  
Bureau of Justice Assistance  
U.S. Department of Justice

# Welcome

Dr. Jones Tapia, Gregg, Christa and Amber welcome you to this circle to join in reflection, healing, and exchange of knowledge and wisdom.





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# Successful Succession Planning Requires:

**Formal leadership training:** training should bolster staff strengths and afford opportunities for growth.

**Strengths-based Team Infrastructure:** team infrastructure should allow people to lean into their areas of expertise.

**Healthy transition period:** There should be a lengthy overlap between leaders.



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# Succession Planning Resources:

## **Building Leaderful Organizations: Succession Planning for Nonprofits**

The Annie E. Casey Foundation

[AECF-BuildingLeaderfulOrganizations-2008-Full.pdf](#)

## **Communicating A Planned Transition**

BoardSource

[Communicating-PlannedCEO-Transition.pdf \(boardsource.org\)](#)

## **The Clarity Transitions Guide to Emergency Succession Planning**

Blue Avocado

[The-Clarity-Transitions-Guide-to-Emergency-Succession-Planning-for-BA.docx \(live.com\)](#)

## **Trading Glass Ceiling for Glass Cliffs: A Race to Lead Report on Nonprofit Executives of Color**

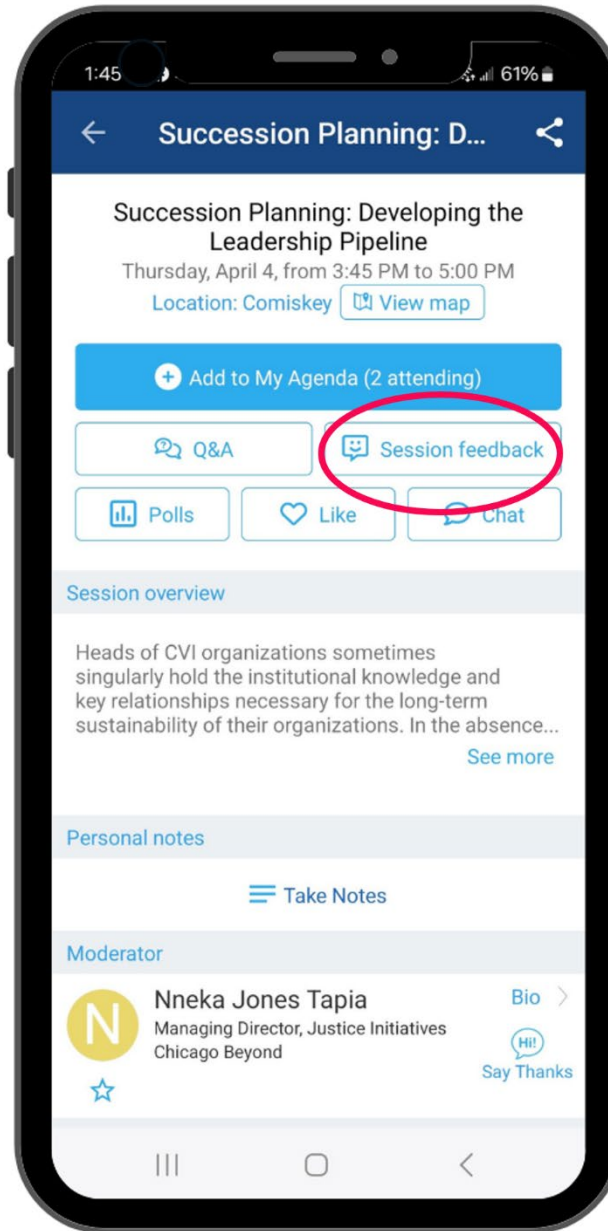
The Building Movement Project

[Race-to-Lead-ED-CEO-Report-2.8.22.pdf \(buildingmovement.org\)](#)



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