

THE IMPACT OF LEADERSHIP SUCCESSION PLANNING IN ORGANIZATIONS

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ABSTRACT

Succession planning has become a top priority for organizations today in order to remain competitive and attain business continuity. Leadership succession planning enables organizations to be proactive in preparing successors to transition into leadership positions when vacancies arise. This article aims to inquire on the impact of leadership succession planning in organizations. The article is grounded on the law of legacy by John C. Maxwell. The law talks about preparing leaders for a time when succession needs to happen. Leaders in the organizations need to develop their successors to take over, even though they are not planning to leave. The recommendations in this article will assist organizations to prepare for future succession through development of potential successors.

KEYWORDS: *Article, General Staff, Middle Management, Senior Management, Executive Leadership, Leaders, Leadership, Succession Planning, Potential Successors, Leadership Development, Organization, Recruitment, Communication, Botswana.*

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