

A PHENOMENOLOGICAL STUDY OF EXECUTIVE LEADERSHIP TRANSITION: EXECUTIVE SUCCESSION PLANNING IN-STATE COMMERCIAL BANKS

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ABSTRACT

One of critical issues confronting transferred commercial banks is a significant lack of operations managers with executive leadership abilities. Therefore, this study seeks to discover the lived experiences of some authorities regarding transition of leadership and planning of executive succession; more specifically, this study focuses on understanding the impact of branch managers on decisions to use succession planning in state commercial banks. Participants include 12 managers of bank branches and data collection instrument is open interviews. Results showed that the meaning of leadership transition and succession planning of branch managers were continuously expressed as the main concern to leave the organization. The primary meaning of leadership transition for branch managers is the status of organization towards their probable perspective. The secondary meaning for branch managers is equivalent to leadership change process. The meaning of branch managers is focused on assurance of a transition process which is well-timed and planned.

KEYWORDS: *Leadership Transition, Succession, Transferred Commercial Banks.*

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