

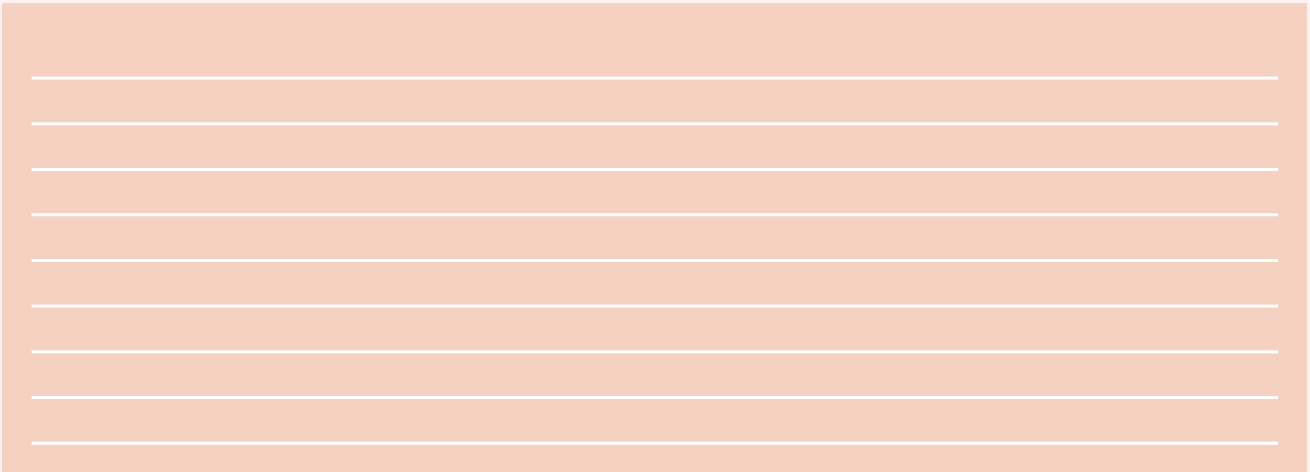
# Managing Well

*with Tonya Ladipo, LCSW*

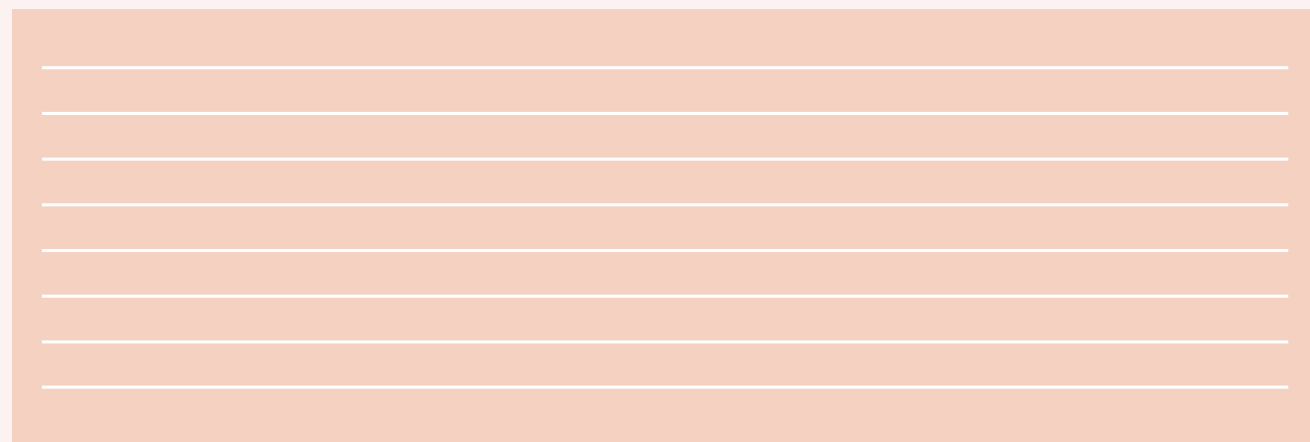
## Podcast Worksheet

### REFLECTION QUESTIONS

**Intentionally Pour Into and Help Cultivate Your Successor.** When you reflect on your journey to your current role, think about the people who supported you. What actions did they take to prepare you for your current role? What was missing? What do you wish you had experienced to prepare you for this role?



**Diverse Executive Leadership is Good For Business.** Think about the makeup of the current C-suite and executive leadership team. Is there gender and racial diversity? If not, how does that affect company innovation and profit?



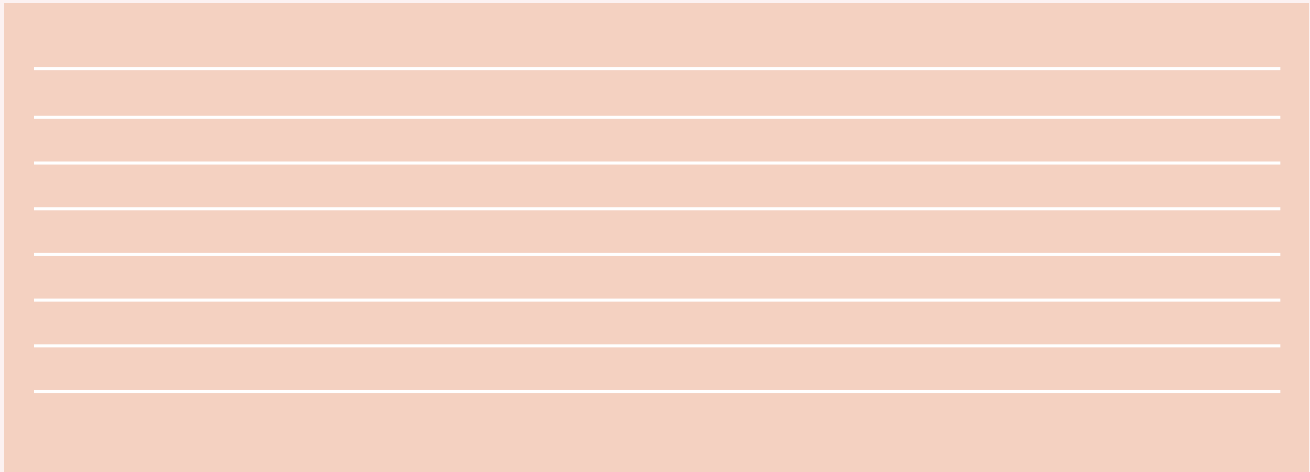
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### REFLECTION QUESTIONS

**Use Your Power Wisely.** New executives may struggle not because of capability deficiencies but because they don't have access to the unspoken rules of success within an organization. What are the unspoken rules of success within your organization? How did you learn them?



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### ACTION ITEMS

- **Actively prepare the environment for your successor to succeed.** As you prepare to transition into a new role, intentionally talk about them with your peers and highlight their work. Thoughtfully introduce them to the 'right' people. Positively talk about a potential successor in conversation with your peers. This primes others to see and value their work in ways that may have been previously overlooked. Watch your peers perception of the 'other' shift when learning about them from you, someone they already respect, admire, and trust.
- **Create relationships with executives outside of your current network.** Diversifying your network facilitates the talent pipeline to diversify your current C-suite.
- **Identify diverse voices missing at the executive level.** Begin cultivating deeper relationships with people in the organization.

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### ADDITIONAL RESOURCES

- **Embedding DEI into Succession Planning**  
<https://www2.deloitte.com/us/en/insights/topics/value-of-diversity-and-inclusion/diversity-and-inclusion-in-tech/dei-succession-planning-strategies.html>
- **Succession Planning: Is It Part Of Your DEI Strategy**  
<https://www.linkedin.com/pulse/succession-planning-part-your-dei-strategy-ann-marie-olszewski/>