

## **THE GLOBAL CONNECTIONS GUIDE TO FINISHING WELL**

*As suggested by a group of International Mission CEOs in December 2015*

### **MAKING THE RIGHT THE DECISION**

1. Make the decision to leave before you stay too long. Go before others want you to go.
2. Communicate the decision well. Do not let it slip out by osmosis to people who should be told.

### **PLANNING FOR CHANGE**

3. Pause, pray and exercise godly judgement on your 'bucket list' for your remaining time in the role: what to forge ahead with and what to let go.
4. Do not leave unresolved HR issues to your successor.
5. Set up a process for organisational transition. This is not likely to happen unless the outgoing CEO pushes it. Consider a 'transition coach' for the benefit of the organisation and of you. Include team Biblical reflection on transition, led by someone other than you.
6. Give yourself, your successor and the remaining team the clear message that you expect and require that things will change after you leave. Otherwise, why leave? Explicitly release your successor from being bound by the way you have done things. Don't tie up your successor with your late decisions.

### **REFLECTING WELL**

7. The transition process is God's opportunity to give you a learning experience as your focus on your years in the role. Make sure you set aside the time to do that.
8. The pressures of the job will make it difficult to think about what you will do after it. But start to put that question before the Lord around six months before your finishing date.
9. Talk to your Board about a space before, or after, your finishing date, to prepare for what is next.

### **ENSURING A GOOD FUTURE**

10. Honour your successor. Enable him or her to thrive as God's choice. And continue to do so after you leave. This applies regardless of your personal opinion on the suitability of your successor.
11. Looking beyond your finishing date, focus on building the things that are valuable for you that are not dependent on the job, so the loss of the job role doesn't strip everything away.
12. Invite the Lord to release you from feelings of bitterness, failure and pain that can come at the point of closure, and for healing from the sense of grief and loss.
13. If you have a spouse, consider his/her needs: the impacts on the spouse will be quite different.
14. Prayerfully reflect on how, if at all, to continue to engage in the organisation.
15. Stepping down doesn't mean dissociating from all your current networks. Some of those will still value your contribution as an individual, so long as that does not undermine your successor.
16. For people in big roles, and for founders, handing over leadership can feel like handing over your identity. In the end, loving Jesus is more important than any ministry. If you have always been in charge, consider deliberately taking on a more humble, serving role.