

# *From COO to CEO:* **ENSURING A SMOOTH TRANSITION**

## **UNDERSTANDING THE PRINCIPLES OF TRAINING AND DEVELOPMENT**

**Maintain open dialogues** about candidate selection, comparing candidates' strengths and weaknesses and their potential for further accomplishments.

Keep in mind that the CEO-to-be can be either **internal or external**.

## **SPOT THE DIFFERENCE**

Executive directors need to **provide leadership, create clarity** around the roles and responsibilities of others.

Executive directors **represent the organization** in public and **provide responses** to every stakeholder for any events happening in the organization.

## **STRATEGIC PREPARATION FOR SUCCESSION AS COOS**

**Gain experience** in critical areas for the CEO position such as fundraising, communications, and vision setting while in the current role.

**Seek opportunities** to demonstrate leadership, thus give your management team an impression of a competent candidate.

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