



# Succession Planning: Your Nonprofit's Future

## PRESENTED BY:

CONNECT: Partnership for Nonprofit Solutions

### Workshop Description:

*Succession Planning* is an ongoing process to ensure leadership continuity for critical positions in an organization. Without succession planning, organizations may operate in a crisis mode whenever key workers are unexpectedly absent from critical positions due to an illness, retirement, resignation or termination. This workshop will assist Executive Directors and Board Members to appropriately plan for critical positions.

By the end of the workshop, participants will:

- Understand the Executive Director's role in staff and board succession planning
- Learn about identifying and clarifying critical positions
- Learn about methods of grooming high-potential employees for advancement
- Initiate a Succession Planning Process that can be implemented in your organization

Presenter: Geri Lopker  
*Geri Lopker and Associates*

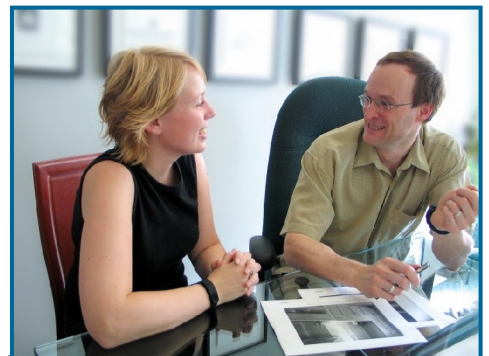
Date: Thursday, February 14, 2008

Time: 9:00 am – 12:00 pm

Registration to begin at 8:45; workshop will begin promptly at 9:00

**Fee:** \$65 per person\*

\* The fee is waived for current grantees of the Children and Families Commission of Orange County.



Location:  
Orangewood Children's Foundation  
1575 East 17th Street  
Santa Ana, CA

For any workshop questions, please contact:  
Laura Arevalo, TA Program Assistant  
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Register online at  
[www.connectoc.net/training.htm](http://www.connectoc.net/training.htm)

**Registration Deadline: February 7, 2008**

This workshop is made possible by a grant from the Children and Families Commission of Orange County





# *Succession Planning: Your Nonprofit's Future*

## **Presenter Bio: Geri Lopker *Geri Lopker and Associates***

Geri Lopker is a highly qualified performance consultant in the fields of organizational improvement, leadership, and human resource development. Geri and her associates help organizations be more *productive* and *profitable* by focusing on improving human *performance* in the workplace.

Geri is president and principal consultant of Geri Lopker & Associates. Her client list includes corporations, government agencies, nonprofit organizations, and *Fortune 100* companies. Geri has been a performance consultant both as an internal Area Director of Operations for a large healthcare agency AND as an external consultant with clients big and small. With experience in consulting, senior management, and training, she brings a unique perspective to her work with leaders, managers and staff. She is an accomplished trainer and educator, using adult learning theory and active training techniques. Geri has over twenty years of experience working in the areas of systems, finance, change management, leadership, communication, strategic planning, team building, and customer relations.

Geri earned a Master's Degree in Human Resources and Organization Development from the University of San Francisco. She earned the Certified Performance Technologist (CPT) certification in 2003. She is an adjunct professor for Chapman University teaching the nationally acclaimed Human Performance Improvement in the Workplace certificate series. She has also earned this HPI certificate. She has received the *Total Trainer Certificate* from OC-ASTD and is currently part of the faculty for the *Total Trainer* program.

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