

Disaster Planning – The Next Senior Leader Departure Crisis



New Mexico
Hospital Association

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Why is This Discussion Important?

“Leadership is not defined by the exercise of power but by the capacity to increase the sense of power among those led. The most essential work of the leader is to create more leaders.”

~Mary Parker Follett (1868-1933)



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Overview- 3 Concepts

Disaster Planning – The Next Senior Leader Departure Crisis



Crisis Communication



Succession Planning & Retention Strategies



Next Steps- Plan & Execute

Crisis Communication

- Define the Message
- Understand Stakeholders' Point of Reference
- Be The Ethical Compass
- Show Responsible Transparency



"There can't be a crisis this week. My calendar is already full."- Henry Kissinger while Secretary of State

Framework for Communication-

Man For Himself

An Inquiry Into The Psychology of Ethics

-Erich Fromm (1947)

- Care
- Responsibility
- Respect
- Knowledge



Productive Love Attributes

Succession Planning & Retention Strategies

- Current State
- Future State
- Integration
- System Approach



Next Steps- Plan & Execute

- Board of Directors/Command & Control Coordination
- What is our Interim Solution?
- Recruiting-Networking
- Continued Focus on Communication



Productive Love Attributes

Post-Crisis Reflection

Evaluation of Process w/Stakeholders

- What Did We Learn?
- What Did We Miss?
- How Can We Improve?



Discussion

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➤ **Crisis
Communication**

➤ **Succession Planning &
Retention Strategies**

➤ **Next Steps- Plan & Execute**

Accomplishment Culture© Theory-
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Thank You!



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