

RESEARCH REPORT | AUG 2019

## Quick Poll: CEO Succession Planning

With increasingly complex skills requirements and an upturn in surprise executive exits, are the dynamics of CEO succession planning changing?

We sought input from management and directors on how boards today are thinking about this critical responsibility and potentially changing their approach.

Our short survey asked:

1. Does your organization have a succession plan in place for the CEO?
2. Has your company/board of directors changed the CEO succession profile (the skills, experience, and characteristics required for the position) within the past three years?
3. Have you taken any compensation actions for key succession candidates within the past five years and if so, what actions?

Here we offer the results, which were further discussed in a subsequent webcast with the NACD: [A New Lens on CEO Succession Planning](#)

### About Pearl Meyer

Pearl Meyer is the leading advisor to boards and senior management helping organizations build, develop, and reward great leadership teams that drive long-term success. Our strategy-driven compensation and leadership consulting services act as powerful catalysts for value creation and competitive advantage by addressing the critical links between people and outcomes. Our clients stand at the forefront of their industries and range from emerging high-growth, not-for-profit, and private organizations to the Fortune 500.