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## A New Lens on CEO Succession Planning



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Identify a CEO successor. It sounds like one of the board's more straightforward duties, yet in practice, it is complex and multifaceted. When you weigh the consequences of getting it wrong, combined with the fact that even the most carefully executed succession plan introduces uncertainty, it's clear this is one of the most strategic board deliberations.

In this webcast, produced with the NACD, we examine four trends that are changing the dynamics of succession planning, discuss best practices for the different succession scenarios that need to be considered, and the key steps that lead to a solid plan. We will also outline the critical role that executive compensation programs play in developing and transitioning top leaders.

### About the Authors

Yvonne Chen, a managing director, joined the firm in 1998. With more than 25 years of business experience, Yvonne consults with companies, subsidiaries, and joint ventures in the development of compensation objectives, pay and performance alignment, incentive plan design, and compensation-related governance issues. She has expertise in executive and director compensation matters. Yvonne regularly consults with clients ranging from large, publicly-traded companies to small and mid-sized clients in the telecommunications, hospitality, healthcare, manufacturing, asset management, and real estate/REIT sectors.

Jane Park is a managing director at Pearl Meyer. With nearly 20 years of experience, Jane advises public and privately-held clients on executive and non-employee director compensation issues. Her work is focused on pay governance, incentive plan design, pay-for-performance alignment, compensation benchmarking, proxy analysis, and special programs for IPO and M&A transactions.

### About Pearl Meyer

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