

CRISP^â

Comprehensively Resourced and Integrated Succession Process^â

CRISP^â is a unique system of resources for governing bodies seeking to manage a leadership succession process in an effective, wise, and Scriptural way. It is comprehensive in that it provides services from the point when the leader begins to make plans to move on to the start-up of the next leader. CRISP^â integrates all the components of a succession process into a coherent, understandable step-by-step plan.

The first step is the **orientation phase**. In this phase our consultant gets to know the needs of your governing body and tailors the process to fit your particular situation. This can be done over the phone, or in an on-site visit.

The second step is the **training and initial scan phase**. This generally consists of a Friday evening and Saturday daytime meeting with the leaders of the governing body to both train them on the basics in succession planning and to gather information that will guide the subsequent phases.

The third step is **assessment phase**. This phase generally involves the administration of the *Governing Body Assessment Tool^â* and the generation of a *survey* report. This provides a sophisticated assessment of the overall vitality of the body, its goals for the future, and its readiness for the transition. We also administer the *Governing Body Staff Assessment Tool^â* which generates a profile on the staff. Other assessment needs may require the use of focus groups and/or interviews.

The fourth step in the process is the development of a **transition plan**. The purpose of the transition plan is to shepherd the entire body through the transition process and to optimize the opportunities for growth and engagement.

The fifth step in the process is the specification of the **critical requirements** for the next leader. These requirements are generated from all the information collected in the previous steps of the process.

The sixth step in the process is the actual **search**. In most cases the governing body will have the resources to manage this step. In those situations where additional search support is needed, Holy Cow! Consulting has teamed up with People Management International, a company with a solid track record and the premier search firm for churches and Christian organizations in the United States.

The final step in the process is the **start-up** of the next leader. Holy Cow! Consulting uses the information gleaned from the entire process to develop a start-up plan that will help the next leader start smart by touching on the issues most important to the people of the governing body.

The succession from one leader to the next called leader is one of the most important processes that a governing body will go through, one with lasting impact. Our goal is to help governing body leaders be wise stewards as they invest the energy and resources that will yield lasting fruit for the Kingdom in the years to come.