

Succession Planning for your Whole Practice

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VIRGINIA ASSOCIATION
OF HEMATOLOGISTS
AND ONCOLOGISTS

Welcome!

Leaders deserve opportunity, clarity, training, appreciation and a replacement.

Elisa Pratt, MA, CAE, CVF is a leadership guru and expert in strategic nonprofit solutions that increase membership, diversify revenue and ensure relevance. Prior to the founding of Brewer Pratt Solutions, LLC, she served for more than 20 years as an impactful association management executive with several US-based trade and individual membership associations. Known for her candid and hyper-custom approach, Elisa architects innovative engagement solutions, tactical member retention campaigns, and operational effectiveness strategies.



Things We'll Cover

Proactively addressing future transitions maintains stability and builds resilience

- What is Succession
- Why Succession
- Current Realities
- Planning
- Recruiting
- Transitioning

S U C C E S S I O N



HBO



What is Succession

Noun suc·ces·sion

: a number of persons or things that follow each other in sequence

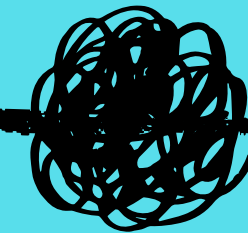
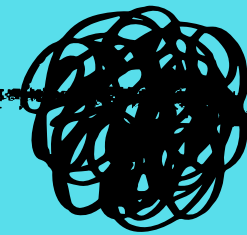
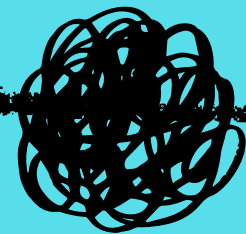
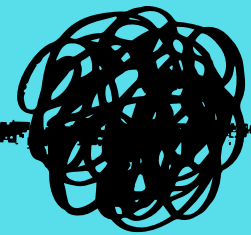
: a group, type, or series that succeeds or displaces another

continuity legacy process

What is Succession Planning

- Emergency plans
- Departure-defined plans

Why Succession



Stability

Ensures smooth leadership transitions and maintains stability

Preparedness

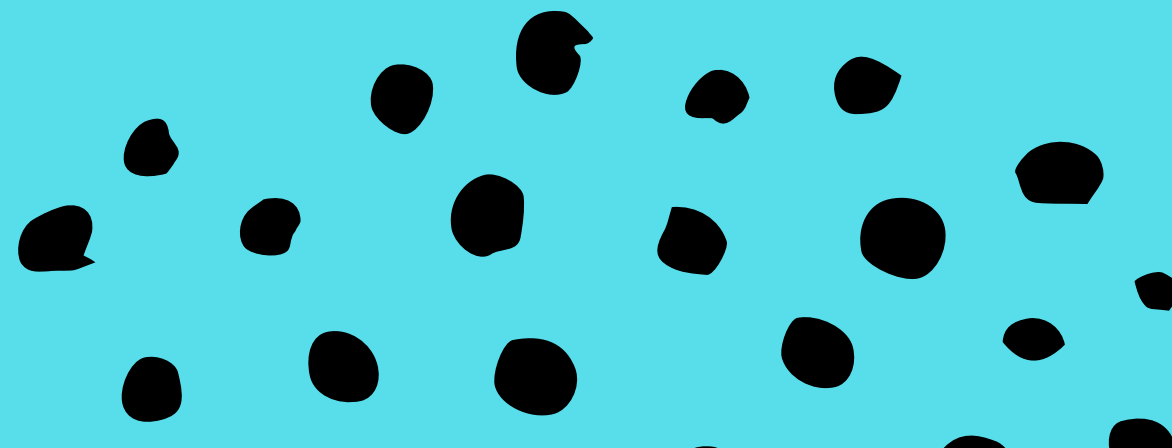
Prepares practice for unexpected departures

Confidence

Maintains patient confidence and referral base during transitions

Continuity

Overlap time between outgoing and incoming physicians





Did You Know?

Fewer than 30% of
private practices have plans

60% of large companies
only have plans for top executives



The Aging Oncologist

Over 50% of oncologists are over age 50


Average retirement age is 65

Supply only projected to increase 14% while
demand grows 48%



Let's be honest about what
succession planning requires

SUCCESSION PLANNING

- Understanding (and sticking to) your timeline
 - Developing the plan (written not in your head)
 - Identifying and grooming potential successors
 - Designing a mutually beneficial business plan
 - Executing the transition
 - Allowing part-time work leading up to retirement
- 

What's In a

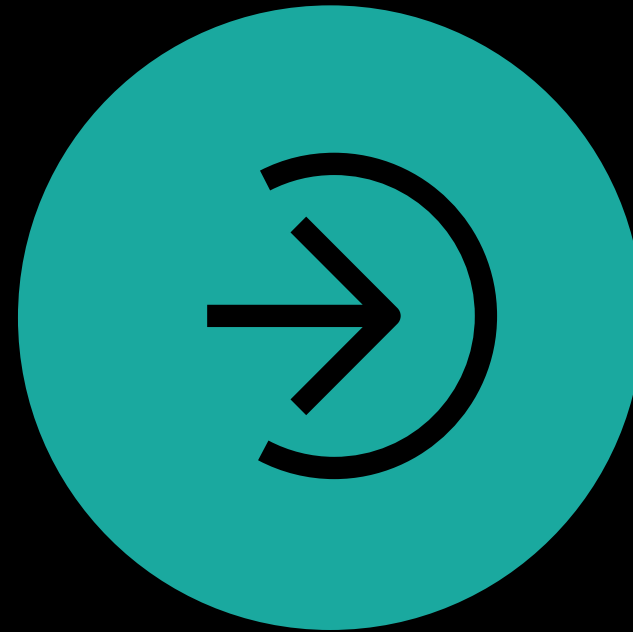
SUCCESSION PLAN



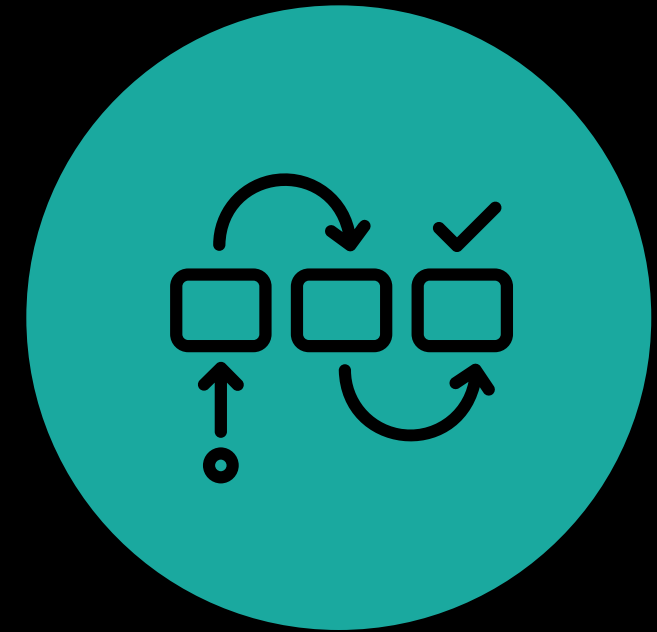
Key Functions



Communication Plan



Cross-training



Relationship Management



Key Functions

- Clear job descriptions and daily operations
- Foundation for finding replacements and training
- Review, update regularly

Communications

- Who to notify about vacancy
- Timely patient communication about continuity of care
- Transparency with internal staff and external partners

What's in a Succession Plan?

Cross-Training


- Training, mentoring plans for new physicians
- Plans for redistributing patients during unexpected departures
- Sharing leadership duties and practice knowledge

Relationship Mgmt

- Invest in the whole team during transition
- Centralized contact information to maintain key relationships
- Plans for communicating leadership changes to key contacts



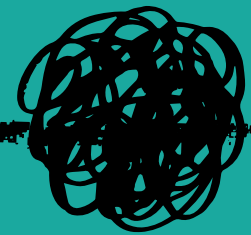
Your Next First Steps

- Start the planning process
 - Review existing office policies like disability and retirement
 - Examine current budget and financial goals
 - Plan backwards from your departure
- 

Identifying and grooming potential successors

- Involve younger physicians in leadership and decision-making
- Assess strategic thinking skills and leadership potential
- Provide on-the-job training and mentoring before transitions

Recruiting for Succession



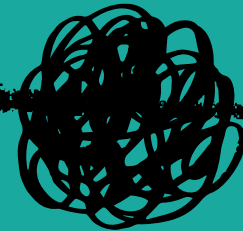
Networking

VAHO

ASCO

Community

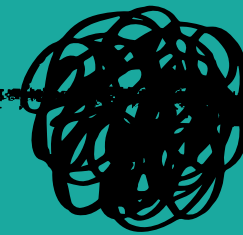
Alumni



Teaching

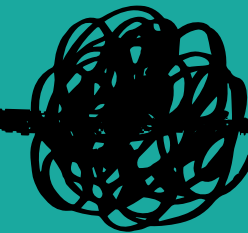
Local

Virtual



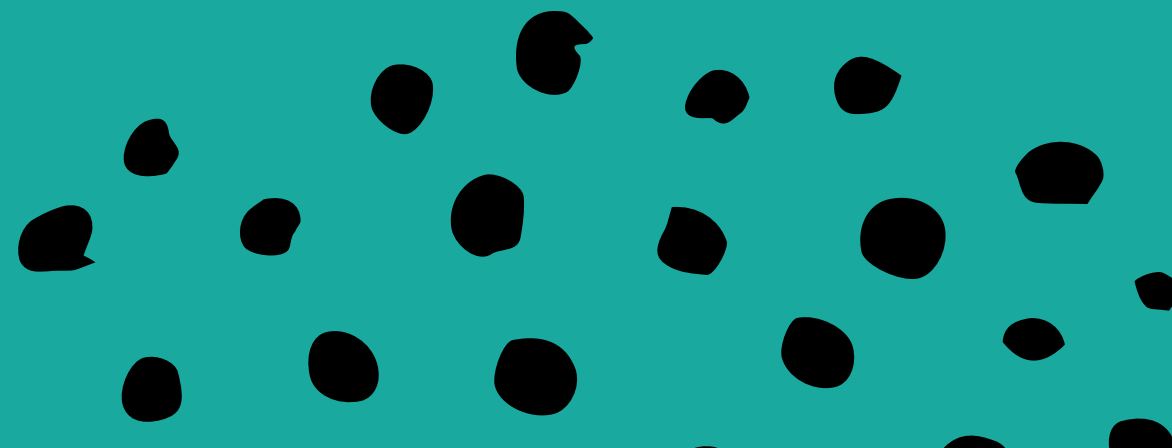
Mentoring

Make yourself
available



Scouting

Know what you're
looking for



YOU



ARE

THE



SCOUT!



EXECUTING the Transition

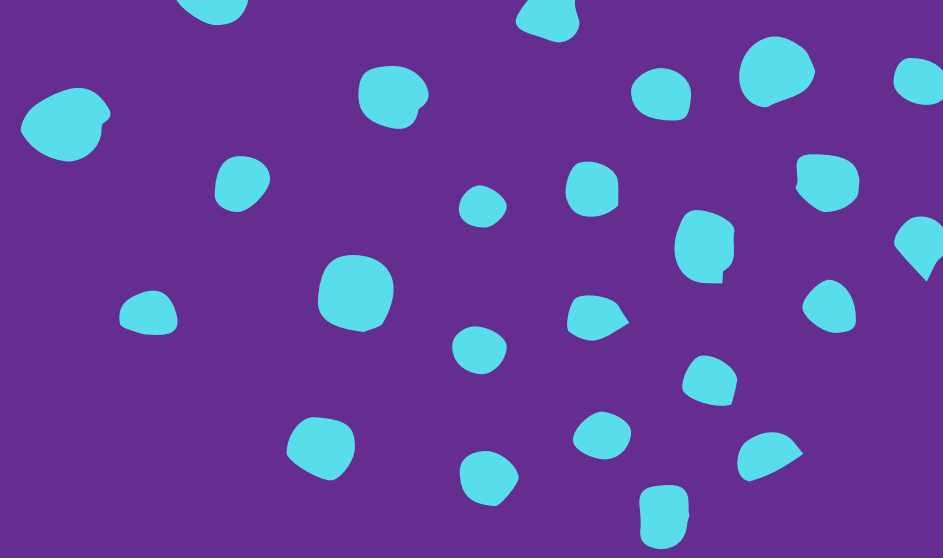
Communicate
clearly with
patients about
the continuity of
their care!

Allow overlap time
between outgoing
and incoming
physicians!

Introduce new
leader to key
referrals, resources
and business
partners!

Set everyone up for success!

Your Next First Steps



- Begin succession discussions early
- Allow time to recruit new physicians or groom internal talent
- Draft a WRITTEN succession plan
- Reduces conflict, ensures equal treatment
- Ensure practice's future success





Succession planning
is a business
imperative, not just
a "nice to have."

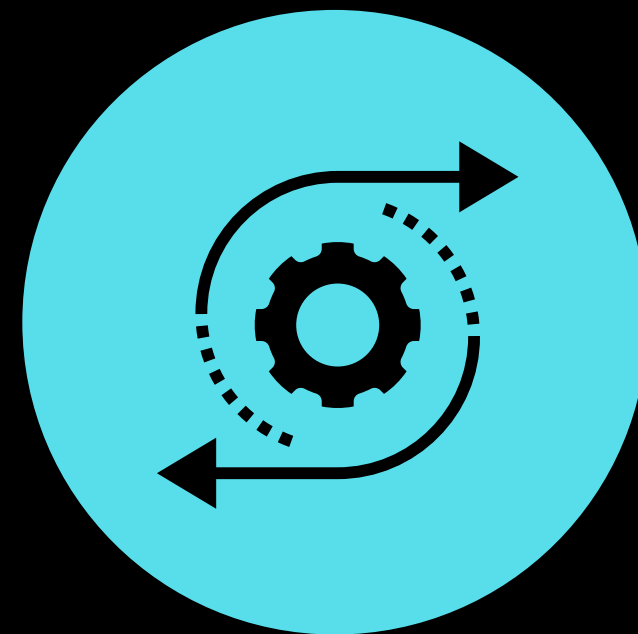


Succession

WHAT DOES SUCCESSION
MEAN IN REAL LIFE?



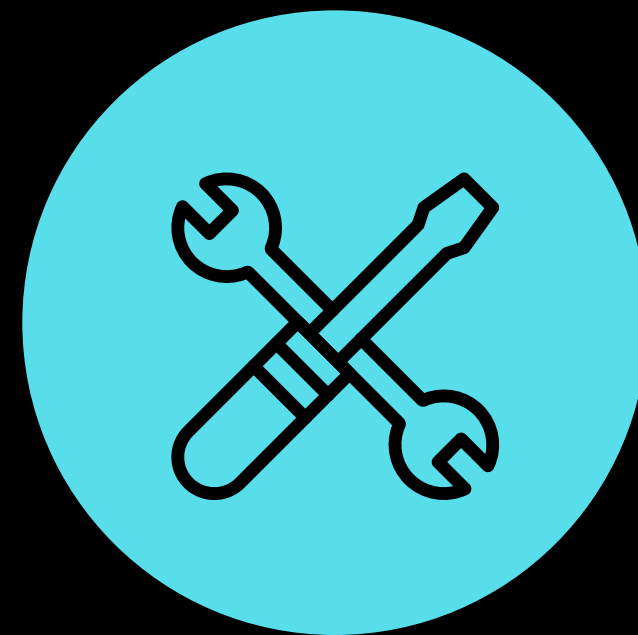
Eligible Candidates



Approved Process



Realistic Timeline



Tools & Training to
Succeed



Let's be honest about the
transition process

- Are you **thinking** about them?
 - Successors
 - Patients
 - Partners
- Are you **giving** them what they need to succeed?



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Questions?

CONTACT ELISA...

