



LifePlan Institute[®]

***There is only one transition more challenging than moving into the CEO role ...
and that is moving out of the CEO role.***





LifePlan Institute Overview

From performance-driven leading to purpose-driven living

Few transitions are as challenging as CEO transition. On the surface, it may appear to be straightforward: abundant financial resources, tons of business and board opportunities and unending not-for-profit and community activities. But deeper examination reveals the challenges: next generation succession, board timing, board navigation, identity shifting, philanthropy, family/spouse dynamics, business opportunities, multiple board options, lifestyle challenges, and relationship changes. The complexity of it often culminates in a quiet, private sense of: *who am I now and who should I become? How to change my roles and life but with even deeper purpose and contribution?*

LifePlan Institute is designed to deal with the complexities and realities of CEO transition: transition from the organization and transition to a new life. *LifePlan Institute* ensures honorable closure for both the CEO and for the organization. It is one of the most important and most strategic CEO acts to ensure continuity, legacy and sustainability.

LifePlan Institute provides a “Board of Advisors for Transition” to help CEOs author the next purpose-driven chapter of life with intention and sophisticated planning. The *LifePlan Institute* “Board of Advisors” span four main domains critical to a successful, fulfilling transition:

Succession On-Purpose:

Preparing the organization for CEO and next generation.

Vitality On-Purpose:

Focusing on energy, health, resilience and well-being.



Identity and Contribution On-Purpose:

Ensuring the re-definition of identity, roles and meaningful contribution.

Relationship On-Purpose:

Cultivating purpose-driven relationships.



The Four Domains of LifePlan Institute

Domain One: CEO Succession On-Purpose

Being thoughtful, objective, planful and purposeful about CEO succession is a multi-dimensional undertaking.

“I knew I needed someone from outside the firm who would provide objective advice. With LifePlan Institute, I increased my ability to optimize success and relevance— for the firm, for me and for my successor.”

Some of the questions to privately and thoughtfully resolve are:

- *When and how do I announce my CEO transition to the board, team, organization and external constituencies?*
- *If I wait for the board to push me towards succession, am I already losing control?*
- *Who are my successors? How can I accelerate their readiness? How do I best coordinate with the board?*
- *Once I announce, how do I avoid becoming less relevant and less impactful?*

Domain Two: Identity and Contribution On-Purpose

Identity and contribution revolve around the interplay of legacy and purpose. Choosing purpose over legacy is no small shift, as the ego seeks remembrance while purpose seeks enduring difference.

“Redefining myself from my CEO role to my core purpose was transformative, I realized that my true purpose was all about how I use my intellect to inspire others to make an impact. This insight allowed me to re-envision my new roles and contributions from an entirely new vantage point. It changed my life and allowed me to author my next meaningful chapter.”

The wisdom, experience and gifts we have acquired need meaningful expression in our next phase. In a sense, transition is not even the real issue. The challenge is one of re-inspiring our purpose and organizing our self and our ways to contribute around that values-driven core.



The Four Domains of LifePlan Institute ***(continued)***

Domain Three: Relationships On-Purpose

The longest research study in history, the 75-year ongoing Gluek study at Harvard, has validated across decades, cultures and geographies one very potent finding: fulfillment in life primarily comes from relationships.

“With LifePlan Institute, I began planning in earnest for my actual transition 18 months before the end of my tenure... I wanted to make sure I was as prepared as possible to deal with the remaining agenda and ensure both my wife and I were prepared for a possible post-CEO letdown.”

While our performance-driven CEO lives may distract us from this reality at times, it is doubtful in our last days that we will lament, “If only I could have extracted 1% more profit in that last quarter!” However, it is likely we will take stock of how we have impacted the lives of others and vice versa. Relationships On-Purpose allows us to re-engage and re-invent our most important life relationships versus experiencing a post-CEO void. As counter-intuitive as it may sound, a relationship plan may be the most important and strategic post-CEO plan.

Domain Four: Vitality On-Purpose

The 24/7 global demands of being a CEO are relentless. While demands are limitless, energy is limited. Using this transition as a time to re-build our energy, re-vamp our lifestyle behaviors and re-commit to well-being practices is a very unique opportunity.

“LifePlan Institute literally re-set my health and well-being. My confidence is building that this next stage in life will be fueled by this renewed energy.”

This area will explore a variety of critical practices including:

- *How do we manage stress and what are alternative ways to do so?*
- *What lifestyle behaviors need to be re-instated or re-configured in a way that is sustainable?*
- *Are there new well-being practices that can be started?*
- *Once we get our full energy and vitality back, do we look at our lives differently?*

Increasing our health, energy, vitality and purpose post-CEO role is achievable with thoughtful, comprehensive planning and practices.



The LifePlan Institute Experience

Your own team of advisors will work together with you over the course of several months, including three days in-residence, emerging with a LifePlan and support to clarify:

- Contributing in new roles and shaping a new identity.
- Investing in relationships in new deeper ways.
- Leaving a legacy through your leadership succession.
- Staying vital and resilient.

Preparation for In-Residence

MONTHS 1-2

Information Meeting

Client meets with lead consultant to provide information and personal background and identify personal objectives.

Orientation Day

Client meets with each *LifePlan Institute* consultant to establish working relationships, receive reflection assignments and program details. Relevant assessments and LifePlan guide completed post-orientation day.

In-Residence: Three Days Together with the LPI Team

MONTHS 3-4

Day One & Day Two

Client meets with each of the four Domain Consultants to explore and clarify insights and design initial plans.

Day Three

Client and the team of four consultants meet collectively to integrate insights and continue to develop the strategic LifePlan.

Ongoing Transition Support

MONTHS 5-12

Ongoing Consulting

Client meets regularly with consultant(s) to implement plan and support successful purpose-driven transition.



Additional LifePlan Institute Client Comments

“As Chairman, I sponsored our existing CEO for LifePlan Institute. I wish someone would have sponsored me at this critical transition time in my career. I realized our transitioning CEO took only about a year to do what it took me several years to sort out.”

- Chairman, Medical Products Company

“Balancing succession, family and closure dynamics is not easy on your own. LifePlan Institute brought tremendous clarity to the complexity of making a smooth and significant transition.”

- Former CEO, Professional Services Firm

“Helping me to decide when to leave and how to leave was invaluable. Where do you go to get private and objective advice about this? Seriously consider LifePlan Institute.”

- Former Chairman and CEO, Consumer Products Firm

“After spending a career envisioning the future of our enterprise, I came to the realization that envisioning my own future was not a simple task. LifePlan Institute helps you to take a step back to create a future rich with purpose, passion and possibility.”

- Former CEO, Life Sciences Company



The Korn Ferry Advantage

- **Whole-person approach:** Korn Ferry's Four Dimensions of Leadership: competencies, experiences, traits, and drivers provide a complete picture of the individual qualities that drive purpose-driven success. This framework builds leaders from the inside-out and outside-in.
- **Best-in-class consultants, advisors, coaches, and faculty:** Top leadership development thinkers, engaging facilitators, and seasoned coaches with cross-industry expertise add rigor to development experiences, and heighten self-awareness and leadership impact for participants.
- **Global presence:** Our global experience and understanding of industries, markets, and cultures elevates the relevance of development programs and services for leaders, teams, and organizations. We touch the lives of 100,000+ professionals monthly.
- **Data-driven insight:** We take a big data approach to leadership development – drawing on nearly 50 years of analytics and over 7 million professional assessments – recognizing what separates success from derailment for leaders in any role, function, industry, region, or organizational culture.
- **Inclusive leadership:** We facilitate strategic and operational shifts in leadership and talent management processes to create cultures of development that unleash the potential of the people.
- **Service learning:** Imbedding service learning into development fosters a sustainable, purpose-driven, and socially conscious mindset across the workforce, increasing engagement, and elevating purpose-driven impact.
- **Lifelong Learning:** We are committed to supporting the development and fulfillment of our clients at every stage of career-life aspiration.



Korn Ferry is the preeminent authority on CEO and Executive Development. For nearly half a century, clients have trusted us to recruit world-class leaders. Today, we are their global partner in providing highly impactful development experience at all stages of CEO and Executive Development.

For more information, visit www.kornferry.com.

Who to Contact

Kevin Cashman

Global Leader, CEO and Executive Development

Kevin.Cashman@KornFerry.com