



A General Counsel's Guide to Succession Planning

GC AdvantageSM Webinar

July 12, 2023



GC AdvantageSM

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Upcoming GC AdvantageSM Webinar



The Top Need-to-Know In-House Compensation Trends

Sep 6, 2023 @ 1:00 pm - 2:00 pm EDT

Questions & Answers



Submit questions to panelists at any time throughout the presentation via the Zoom **Q&A feature**.

Featured Speakers



Audrey Rubin

Senior Advisor – **BarkerGilmore**
Former Vice President and Chief Operating Officer –
Global Law and Compliance Department of Aon Corp.



Jack Zemp

Vice President, Chief Legal Officer; Americas, and Secretary –
Allianz Partners



Paulette Dodson

Former General Counsel and Corporate Secretary –
Alight Solutions

Conversation Overview

- Experience with succession planning for law department leaders
 - Jack – small department
 - Paulette – larger departments
 - Talent management like this is often relegated to a secondary priority
- How succession planning benefits existing General Counsel
 - Talent retention and development
 - Demonstrates excellent leadership
 - Assures and proves success of department in case of unforeseen disruptions
- Regular review of succession plan
 - How often?
 - Is it presented to C-suite?
 - What to tell reports
 - Should eligibility for succession planning be part of performance expectations?

Conversation Overview (Continued)



- How do you achieve a succession plan?
 - Careful review of subordinates' skills
 - Communication to “next leader” of needs/skills to acquire
 - Communicate early
 - Support by GC
 - Board exposure
 - Running big projects
 - Understanding company interests, politics
 - Department finances
 - How to find other education/training/coaching
- Will people be unhappy? What do you do about it?

Thank you for attending.



Please let us know how BarkerGilmore can help you succeed.

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