

## SUCCESSION RISK ADVOCACY MATRIX

Making the case to organizational leadership (including Board members) may be more effective if expressed in a risk management framework. This matrix prompts thinking about the impact on key measures of concern - the organization’s mission (measured in access statistics and similar performance metrics); the organization’s revenue and expenses (expressed in dollars); and time and effort of staff (measured in hours).

- Review this exercise for each position on your staff to get the totality of risk –quantify the risk of having the position vacant. It’s fine to estimate a range in each cell.
- Performing Arts organizations may wish to substitute/add dimensions that reflect their operations.
- Risks to reputation (ie, damage to a signature artifact) should be highlighted.

	Mission Impact (visitors, items, etc)	Financial Impact (dollars)	Time/Human Impact (hours)
Recruiting New Staff Members			
Training New Staff Members			
Existing Staff Covering Vacancies			
Inability to Deliver Secondary Programming			
Inability to Deliver Core Programming			
Delays to Internal Projects			
Delays to Grant-Funded Projects			
Delays to Revenue-Generating Projects			
Difficulty Accessing Information Systems			
Difficulty Accessing Collections			
Potential Damage to Collections (Loss, need of repair) from Inadequate Physical Monitoring			
Suspended Relationships with Key Stakeholders			
Other			
TOTAL RISK			