



Succession Planning

STRATEGIES FOR MSMES

A Little about Me



Small Business Owner

- Founded **Willart Production** in 2000
- **Conferencing In A Box** 2012
- Published **A Candid Handbook For Women doing Business in Kenya** in 2016
- Founded **Candid Conversations** : Circles For women in Business 2016
- Opened our doors to **Kayana Create** in 2019
- Married 21 years
- Raising 3 children 19, 16, 6

Little known fact : Trained Montessori Teacher

What is Succession Planning?

Succession planning is a process that ensures your company is prepared for the future.

What is Succession Planning?

Succession planning involves creating a plan for someone to either own or run your business after you retire, become disabled, or die. In simple terms, succession planning is the **process of passing control of the business** to others.

Succession planning for MSMEs

1. Start Now
2. Work ON your Business not IN your business
3. Remain Agile
4. BE accountable
5. Mentor/Coach

Work **ON** your Business not **IN** your business



The trap of micro-management

- No one really likes to be micro-managed – it cramps style, freedom, potential and opportunities.
- You know you're micromanaging if you're doing more than supervising team collaboration and helping your team members reach their potential.
- By micro-managing and not delegating responsibilities, you end up doing everything yourself and spread yourself (and your skills) too thin.

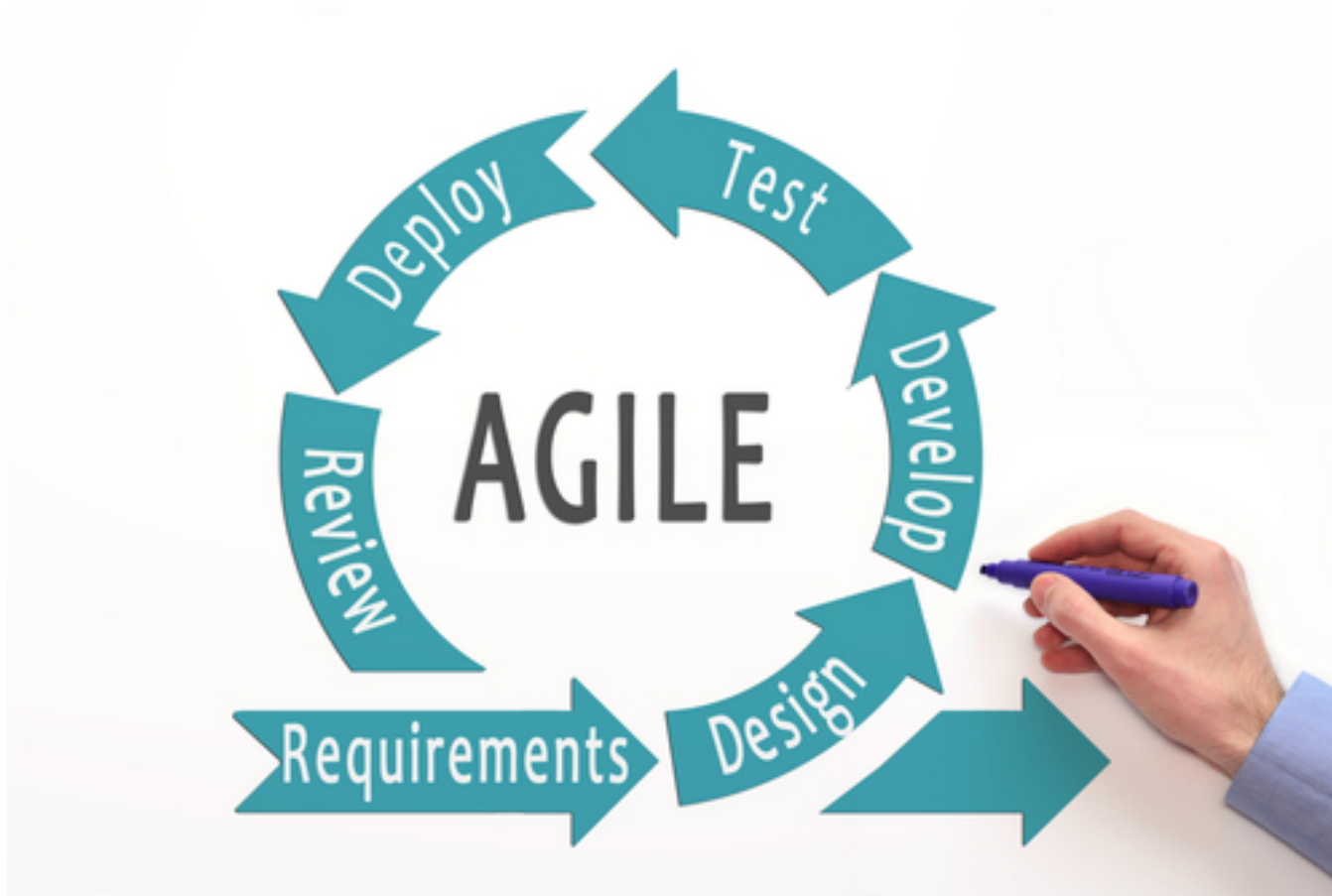
Vs.



The freedom of delegation

- Delegating lets you save time for doing things that you need to be doing.
- By delegating routine work you'll reduce stress and pressure on yourself.
- Delegating work increases your value and credibility as a leader.

Remain Agile



BE Accountable



*If you hold yourself accountable,
the rest takes care of itself*

Mentorship and Coaching



The END

Asante sana!

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