

MANCHESTER INSTITUTE FOR PSYCHOTHERAPY

SUCCESSION POLICY

Introduction

Succession planning in any organisation is of vital importance. It describes the process of anticipating and planning for important issues such as death, illness, retirement and health crises of the important leaders and leader of the organisation/centre.

The position/positions that are the subject of succession plans have traditionally been at the director, trustee and executive level, usually dealing with present and future policies, plans and future direction of the organisation.

Objectives/Strategy

Succession planning is often termed as a strategy for passing on of leadership roles. Also known in some quarters as "Replacement Planning", which ensures that the business continues to run smoothly and effectively in the presence of adversity/crises not only in the present but also in the future.

Key Points:

- * Succession planning, as said above, is the strategy for the passing on of leadership roles.
- * Success planning ensures that the business runs smoothly, effectively and in a continuous manner.

Role of MIP

With reference to the Manchester Institute for Psychotherapy and specifically succession planning, this policy specifically concerns the above and in-depth future planning. The points below are of specific importance.

1. If the owner and chief Director of MIP, who occupies perhaps the major leadership role, was to retire, step down on health reasons or in extreme circumstances unexpected death, the co-owner and co-director of the Institute, who sits on the directors board, would step up and take the place of the said person with reference to the co-ordination and the policy/strategies concerned with the Manchester Institute for Psychotherapy. This would include the central plank of the 4 year training programme, the continuing professional development programme, the supervision and child trainings, as well as the running of the administration and secretarial side of the Institute. This person will also liaise with the trainees on the 4 year training programme as well as attending to contractual obligations, both in the present and in the future.
2. The major leadership roles of MIP would be evaluated and reviewed to make sure the continuance of the organisation in an effective and smooth manner will be evidenced both at the training and clinical level.

3. The utmost importance will be given to the clear transparency of communication with regards to members, trainees, trainers and admin within the organisation of MIP.
4. The 4 year training programme at MIP, which consists of 59 trainees at the time of writing, will continue as normal with the directors, trainers and staff providing the support and continuance of a smooth transition of leadership within MIP. There will be an honouring of the contracts and obligations concerning trainees, trainers and staff within MIP and there will be an emphasis on dealing with any difficulties, processes, complaints and adversities within the organisation that might have been caused by the transitional process of leadership roles within the executive and directors board of the organisation.

November 2021