

Passing the Baton

from Dr Mahathir to Abdullah Badawi

**SPECIAL
EDITION**



**A MODEL
FOR EFFECTIVE
LEADERSHIP
SUCCESSION**

ISMAIL NOOR
Edited by Elina Noor

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A MODEL FOR EFFECTIVE LEADERSHIP SUCCESSION

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promoted by the

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Introduction

For good organisations, institutions, and even nations to continue to survive and excel in the long term, the question of leadership succession must be addressed as a matter of priority. A competent leader who inadvertently gives way to a bungler is not doing justice to the organisation he/she serves. Yet this aspect of organisational wellbeing is largely being neglected.

The accountable leader will want to plan and execute a transition process to ensure a qualified, capable and effective successor takes over the mantle of leadership. This process involves time, analysis and commitment on the part of both the mentor and the protégé.

The initiative taken by Tun Dr Mahathir Mohamad to groom and prepare a competent successor, in the person of Dato' Seri Abdullah Ahmad Badawi, to take over the prime ministership of Malaysia is a fine model for study. The seven-step transition process is unique and perhaps the best framework for others in positions of leadership to follow. The purpose of this analysis is to provide leaders, in any vocation, with a model that is process-friendly and pragmatic to emulate.

It is with this in mind that this book is written.

ISMAIL NOOR