



Fact Sheet: Mayo Clinic Succession Planning, President & CEO February 20, 2018

Succession Planning for President and CEO

- Mayo Clinic has a history of smooth and coordinated leadership transitions from the time of the Mayo brothers to today. The transition is a long-established, planned and orderly succession consistent with Mayo's history.
- Only current Mayo physician leaders are considered for the role of president and CEO.
- John Noseworthy, M.D., president and CEO, Mayo Clinic, and Mayo Clinic's leadership team have worked to develop a deep bench of physician leaders as succession candidates during his tenure.
- Mayo Clinic's president and CEO typically serves for eight to 10 years. The term is staggered with the rotation of his or her administrative partner. This approach provides consistent direction and stability for the organization, and a robust framework for succession planning.
- The chair of Mayo Clinic's Board of Trustees, Samuel Di Piazza, is forming a search committee for the president and CEO position. Broad input on the role and potential candidates will be solicited from Mayo Clinic staff.
- The goal is to appoint a new president and CEO by early fall so that the new president and CEO, and Dr. Noseworthy will have time to transition together.

Succession Planning at Mayo Clinic

- Mayo Clinic has a robust succession process to identify and prepare leaders for every critical role, including president and CEO. One of Mayo's strategic objectives is to ensure that there are well-prepared leaders across the institution.
- Mayo Clinic evaluates talent across many leadership roles and intentionally considers diversity of candidates in the succession planning and skill development process.
- Leadership development at Mayo Clinic includes rotational leadership assignments, learning programs, ongoing performance feedback and coaching.
- Mayo's succession program has a proven track record. Potential leaders identified through Mayo's succession and skill development activities have been successfully selected for past leadership roles. Mayo will continue to use this effective process to identify future leaders.

The Mayo Clinic Talent Philosophy

- Investing in talent is one way Mayo Clinic puts the needs of the patient first.
- This investment ensures Mayo continues to lead the industry in clinical innovation and outcomes by developing new skills and competencies. It also allows Mayo Clinic to reach new levels of performance in practice, research and education.
- Investing in leadership development is critical to Mayo's ability to achieve its mission of inspiring hope and contributing to health and well-being by providing the best care to every patient.
- At Mayo Clinic, the organization supports development of all staff by fostering a learning culture, and providing educational resources and opportunities.
- Managers and leaders encourage staff to develop new skills. They provide coaching, mentoring and access to resources. Staff take ownership of their careers, assessing individual interests, and are accountable for developing their fullest potential.