

## Succession That Sticks. Legacy That Lasts.

**Executives don't just exit roles, they leave systems, stories, and influence behind.**

Cultivate's Executive Succession & Legacy Mentoring helps leaders transition with clarity, embed what matters, and prepare successors to lead well after they're gone.

### What to Expect

Each engagement is tailored to the executive's role, timeline, and team needs.

We combine structured mentoring with tools for reflection, planning, and clarity.

- 1:1 mentoring with Cultivate + internal transition strategy
- Legacy mapping + knowledge transfer planning
- Successor mentoring or transition labs
- Team alignment + culture clarity sessions
- Final impact report + reflective debriefs

### Why It Matters

Most succession fails because clarity is missing.

Legacy mentoring builds the bridge.

Through structured sessions, we help leaders distill their identity, transfer influence, and mentor the next wave with intention.

This isn't about an exit interview, it's a leadership handover done right. The result? Continuity, cultural strength, and leadership that outlives the title.

### Four Benefits of Cultivate Executive Mentoring

**1 Leadership That Outlives the Title:**

We help leaders document, transfer, and shape what only they can.

**2 Succession With Substance:**

Culture and capability passed on, intentionally, not reactively.

**3 Reflection That Realigns:**

Space for leaders to pause, process, and prepare with focus.

**4 Clarity for the Team, Confidence for the Business:**

Next-gen leaders know what's expected, because it's been shared.