

What Can We Learn From the Wily Case?

- *Lew has been very successful as Wily's CEO up to this point. His success makes it more likely that he will have to step aside and makes it harder to convince him that a change is needed.*
- *It is very important to involve the founder in the CEO search process, but doing so introduces big risks. After the succession, the founder ideally will stay involved with the company in some capacity. However, the founder may be so disruptive that he has to leave.*
- *The search process can play an important role in whether the founder stays or goes.*