**ABSTRACT**

The article is an attempt to answer the following questions:

• whether the twenty-first century economic realities are conditions conducive to the implementation of succession programs, or inconstancy of environment, globalization processes and increase the qualifications of managers is in contradiction with the idea of succession?

• whether the prevailing conditions of culture in Poland, it is possible to implement the succession process in Polish enterprises?

The first part of the article shows a review and an analysis of the Polish business culture in the background of selected world cultures. Cultural factors shaping the organizational leaders and managers and the results of their impact are presented in this section. The next part is a representation of the essence and importance of succession to the position of CEO with regard to shaping her national, regional, global and organizational cultures. There are analyzed research reports and scientific studies in this area. The article ends with the presentation conceptions about the integration of the succession process and talent management, valuation of chances of their implementation in a few predictable environment of the twenty-first century and the announcement of the planned research in this area.