

SUCCESSION PLANNING

ARE YOU READY FOR
TOMORROW

WHAT WOULD HAPPEN TO YOUR
PROGRAM IF SOMETHING
HAPPENED TO YOU?

LET'S MAKE IT REAL

MARCH 15, 2015

https://www.youtube.com/watch?v=fuKzS9M8c4&feature=player_detailpage#t=170

http://www.richmond.com/sports/college/basketball/article_4d6a7323-a38f-590a-b630-3aff942e3eea.html APRIL 1, 2015

http://www.richmond.com/news/latest-news/ap/article_fd66a255-10e9-539f-827c-9ef00767fe86.html APRIL 2, 2015

http://www.richmond.com/sports/college/atlantic-10/article_aa362de1-2f2a-5d71-a900-42308366c44a.html APRIL 8, 2015

AGENDA

Understanding The Basics

- What Is Succession Planning/Definitions
- How Do You Develop A Plan/Process
- The Case For Succession Planning

Group Insights

Collective Wisdom

WHAT IS SUCCESSION PLANNING?

- A Systematic Strategy For Identifying Talent For Future Leadership Roles/Key Positions
- A Focused Program For Keeping Talent In The Pipeline
- The Future-Focused Practice Of Identifying The Knowledge, Skills And Abilities (KSA's) To Perform Certain Functions And Then Developing A Plan To Prepare Multiple Individuals To Potentially Perform Those Duties

WHAT IS SUCCESSION PLANNING?

- A Means By Which An Organization Prepares For And Actually Replaces Management And Executive Positions
- An Element Of A Comprehensive Strategy For Managing An Organization's Talent And Achieving Its Future Goals/Mandates
- The Process Of Ensuring A Knowledgeable Labor Supply Exists To Replace All Key Roles/Positions And To Ensure Continued Effective Operations

WHERE DO WE BEGIN? WHAT DO WE NEED TO CONSIDER?

THE PROCESS IS IMPORTANT—Particularly In Our Environment (The Public Sector)

- > There Is Not A “One Size Fits All” Prescription—The Process Should Fit The Culture And Needs Of Your Court
- > Formal Vs. Informal
- > Documented—Establish A Strategic Process

SUCCESSION PLANNING MODEL

SUCCESSION PLANNING MODEL

WHAT DO WE NEED TO CONSIDER?

- > Organizational Foundations—Linkage To Other Strategic And Workforce Plans (Compensation, Recruitment, Performance Management); Support Of Top Management
- > Job Design
- > Scope Of The Program
- > Transparency

MAKING THE CASE

Why is this important?

- > Mitigation of length of Leadership Void
- > Program Continuity & Effectiveness
- > Employee development & engagement

Literature References/Credits

- City of McMinnville Succession Plan & A Model for Small Tennessee Municipalities"
- "Effective Succession Planning: The Public Sector Imperative," Brian Wilkerson, WisdomNet, Inc. 2002
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- State of New Hampshire Succession Planning -Performance Audit, July 2008
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- "Succession Planning Roadmap," Workforce.com, 2013
- "Succession Planning Toolkit," SHRM.org 2011