

Succession Planning

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Why plan for succession?

- Creates pipeline for leadership development
- Preparing for turn-over, retirement, promotion
- Job evolution for yourself and others
- Individual and organizational relevance

Why now?

- Massive pending retirements
- Leadership gap
- Changing market place

Questions to consider:

- What does my organization need now?
- What will my organization need in the future?
- What do my people need now?
- What will they need in the future?

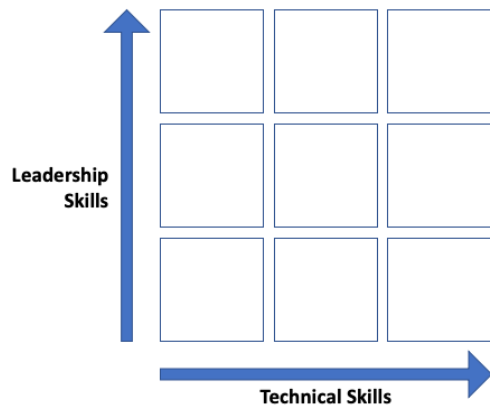
Different levels of leadership need different skills

Northouse, P.G. (2016). Skills approach. In *Leadership: Theory and practice*, 7th Ed. Thousand Oaks, CA: SAGE

	Supervisor	Middle Management	Senior Executive
Technical		High	
Human		High	
Conceptual	Low	High	

Notes

Map your team to plan for their development needs



The ____ Ds

Fears

- Will the next person do it differently than me?
- Will the next person do it better than me?
- Will I become obsolete?
- Does this mean that I will need to develop?

Assumptions

Take action!

- Engage
- Normalize
- Prepare
- Be transparent
- Delegate!
- Assign

Notes
