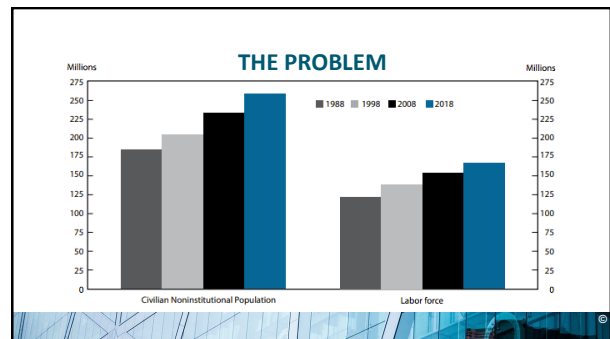
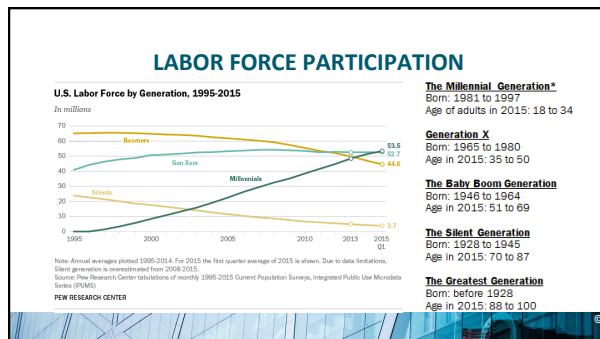
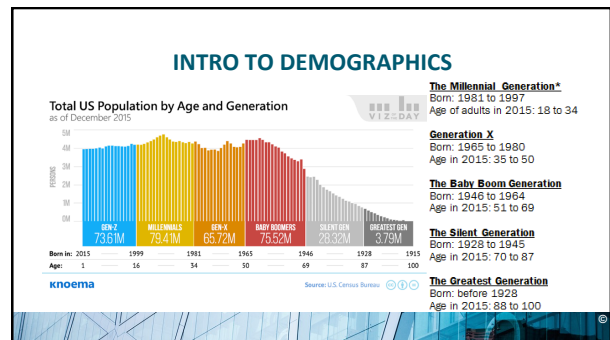
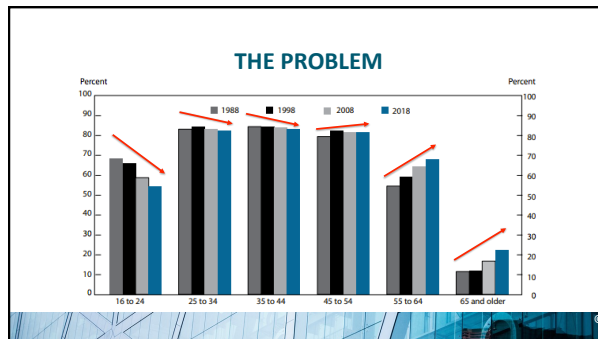




OBJECTIVES

- Demographics = Catalyst for Succession Planning
- Succession Planning Best Practices
- Developing a Workforce Pool With Succession Planning





SUCCESSION PLANNING:
Best Practices For Leaders & Managers

- What is "Succession Planning"?
- Advantages for Employees
- Advantages for Employers
- Best Practices:
 - Analysis
 - Development
 - Selection
 - Transition
 - Implementation

SUCCESSION PLANNING:
Best Practices For Leaders & Managers

Analysis:

- What are the challenges?
- What timeframe to plan for?
 - Where is the company *now* and where *will it be*?
 - Where is the industry *now* and where *will it be*?
- What resources will be necessary?
 - Revenue for Marketing,
 - Investment in talent in front of actual need

SUCCESSION PLANNING:
Best Practices For Leaders & Managers

Development:

- "Get the right people on the bus, then find a seat"
- Internal Candidates
 - Ready in 2-4 years
- External Candidates brought in through alternate positions.
 - Developed into their primary strengths.

SUCCESSION PLANNING:
Best Practices For Leaders & Managers

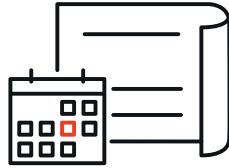
Selection:

- Internal talent over external
 - Known dynamics
 - External candidates known
 - Presentations given
- With external, the uncertainty runs both ways.

SUCCESSION PLANNING: Best Practices For Leaders & Managers

Transition:

- On-boarding = "getting up to speed on the job"
 - On-boarding & first 12 months
 - Significant time with outgoing employee to complete hand-off's before successors first day
- Plan for first year
 - Measurable metrics and milestones
 - Everyone is working from the same playbook



SUCCESSION PLANNING: Best Practices For Leaders & Managers

Implementation:

- Hand-offs represent a time when the company is vulnerable.
- Strategic approach by Leadership



PARTS & PIECES: *Developing A Workforce Pool*

DEVELOPING A WORKFORCE POOL

Leaders & Managers

- Identify potential leaders & managers within the organization
- Learned VS Ingrained characteristics



DEVELOPING A WORKFORCE POOL

Employee Workforce Pool

- Trust between organization & employee
- Training Program Developed



DEVELOPING A WORKFORCE POOL

Paths for Advancement

- Develop Career Paths for Advancement
 - Preserves Organizational Culture
 - Produces Organizational Pride
 - Encourages Proactive Drive.
- Organization's most important resource: THEIR EMPLOYEES





SUMMARY

- **Catalyst for Succession Planning**
 - Slowing growth
 - Aging Experts
 - Slumping Participation
- **Succession Planning Best Practices**
 - Analysis
 - Development
 - Selection
 - Transition
 - Implementation
- **Developing a Workforce Pool With Succession Planning**
 - Leaders/Managers Pool
 - Workforce Pool
 - Paths for Advancement

