



Competencies that are addressed:

PRIMARY COMPETENCY CATEGORIES:

- **Leadership—**

Drives business results by aligning the vision, mission, and values to enhance business value. Is able to enlist the willing cooperation of others, while tapping into their highest skills and abilities, to achieve desired results.

- **Human Resource Management—**

Manages the process for aligning human capital with organizational goals.

RELATED COMPETENCY CATEGORIES:

- **Influence—**

Consistently directs situations and inspires people for an all-win environment.

- **Diversity—**

Appreciates and leverages capabilities, insights, and ideas across a group of individuals diverse in culture, style, ability, and drive.

- **Teamwork—**

Organizes work tasks, people, and resources to deliver most effectively on organization goals.

- **Change Management—**

Proactively seeks opportunities to redirect self, others, and the organization to achieve desired results.

Succession Planning

SUMMARY

It is the responsibility of every leader to provide leadership succession in their organization. This involves at least four distinct areas of leadership preparation and effort: replacement planning, talent management, succession planning, and succession management. Leaders need to examine each of these responsibilities, outline the organizational issues that must be addressed in each area, and create a succession plan.

CONTEXT

Building future leaders is a multi-faceted task that encompasses hiring and recruiting, developing current staff, and providing on-the-job coaching, feedback and mentoring. It is a leadership endeavor that is complex, challenging, and highly rewarding. When successful, everyone wins, including current leadership, future leadership, and the organization as a whole.

This module will help you make a commitment to succession planning and management. It will help you provide a critical service to the future of the organization, while making sure that your vision for the values, culture, and achievements of the organization will be sustained.

At the completion of this module, participants will be able to:

- Understand the definitions of replacement planning, talent management, succession planning, and succession management
- Identify the role of succession planning and management in thriving organizations.
- Build a plan based on the Succession Management Model

“If you are planning for one year, grow rice. If you are planning for twenty years, grow trees. If you are planning for centuries, grow men.”

—Chinese proverb