

Succession Planning for Your Agency to Thrive



Talent Review & Succession Planning Process

Talent Review to Succession Planning

Think About Critical Positions:

- Relationship Between Sustainable Strategic Success and Performance in the Role
- Where Would Specific Improvements in Talent & Organizational Performance Most Enhance Agency Success?
- Where to Target Talent & Organizational Performance for Biggest Sustainable Impact?
- Which Talent Should Receive Investment?

Ability – Expertise

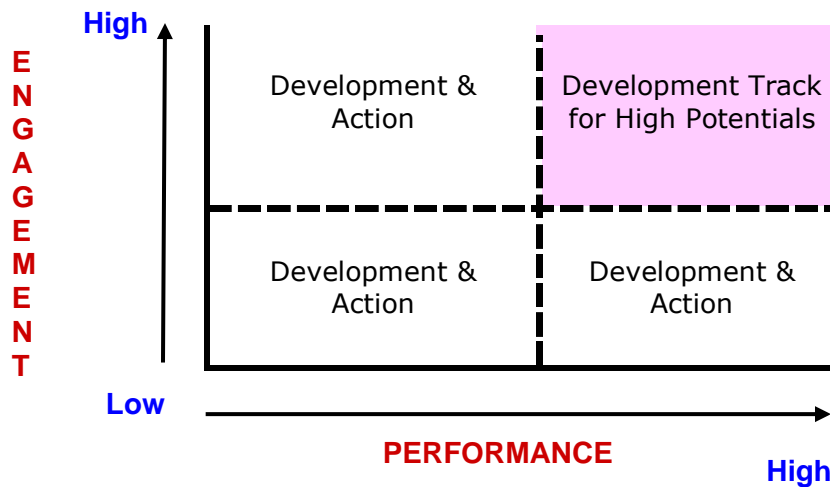
Functional Expertise

- Are they considered to be an expert in their field/work?
- Do they demonstrate solid knowledge and skills?
- Do they share their knowledge?

People Leaders

- Do they consistently role model the organization's competencies?
- Do they get the best from people and energize their teams?
- Do the "Best" want to work with them?

FUNCTIONAL LEADERS (Technical Experts)



FUNCTIONAL LEADERS - DEVELOPMENT

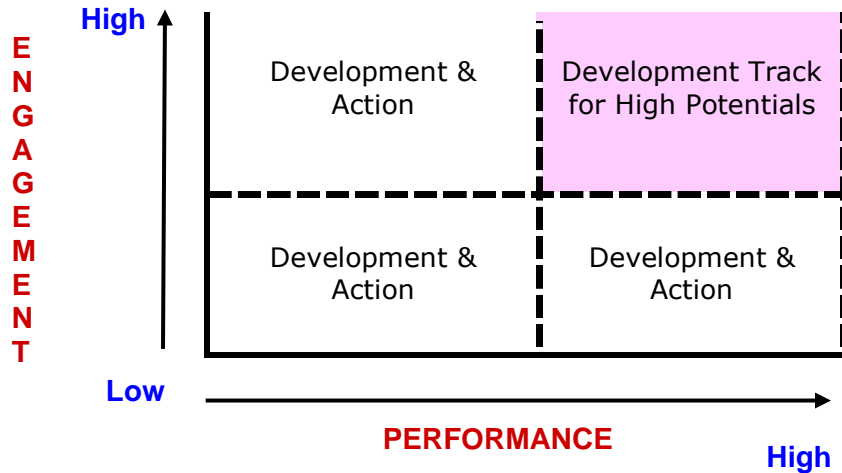
- Training on role, tasks, processes, policies for the Technical Career Path - Levels
- Train the Trainer - Skills to Be the OTJ Trainer
- Active Listening
- Mentorship
- Role Modeling
- Peer Coaching
- Committees/ERGs
- Rotational Assignments
- Time Management
- Project Management

FUNCTIONAL LEADER – DEVELOPMENT CHALLENGE

1. HiPo Name:

2. Developmental Opportunities/Assignments:

PEOPLE LEADERS



PEOPLE LEADERS - DEVELOPMENT

- Agency Financial Overview
- Program/Function Specific Knowledge
- Transitioning to Supervisor
- Communicating Effectively
- Conflict Resolution
- Committee Participation
- Managing Staff Performance – Documentation & Accountability
- Time Management
- Project Management
- Board Membership
- Delegation, etc.

PEOPLE LEADER – DEVELOPMENT CHALLENGE

1. HiPo Name:

2. Developmental Opportunities/Assignments: