



SHRP

SAVINO HUMAN RESOURCES PARTNERS

SUCCESSION PLANNING

Futureproofing your Workforce

October 2024

INTRODUCTION

Objectives for today

- What is Succession Planning
- Importance
- Identifying what roles need focus
- Who?
- How to start



THE CRITICAL NEED FOR SUCCESSION PLANNING

The Impact of No Plan

- Operation Stall
- Lower Morale and Increased Uncertainty
- Loss of Institutional Knowledge
- Stakeholder trust at risk

WHY SUCCESSION PLANNING IS ESSENTIAL

CONTINUITY

- Not just about replacing leaders but showing stability to employees and clients.
- Prepares your organization to continue running smoothly no matter the changes.

FUTUREPROOF

- Identifying and developing future leaders before they are needed
- Ensures you have the right people ready for critical roles

MORE THAN FILLING GAPS

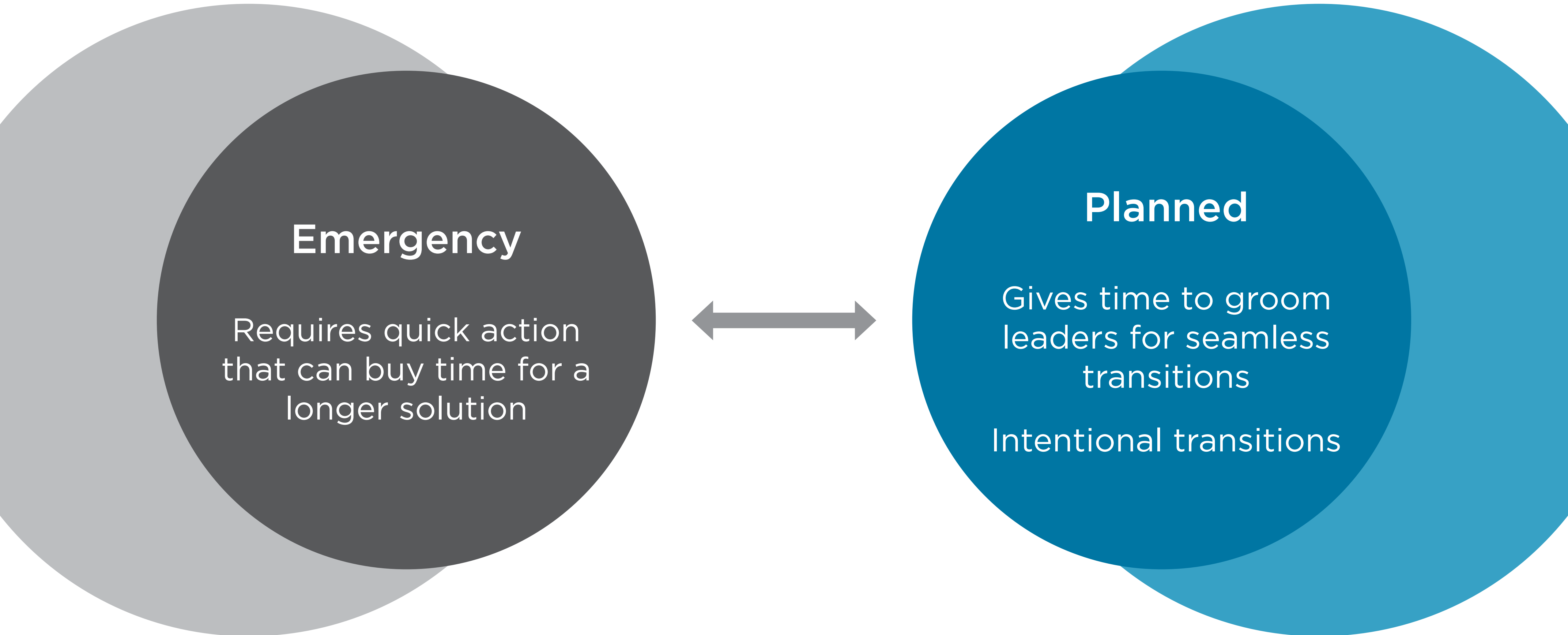
- Cultivates a pipeline of key talent for seamless transitions
- Builds a team capable of handling unforeseen circumstances

TWO TYPES

- Emergency Transitions
- Planned Transitions



EMERGENCY VS. PLANNED SUCCESSION PLANNING



GETTING STARTED WITH SUCCESSION PLANNING

Identify key roles across the organization

- Look beyond management; focus on roles that hold crucial knowledge, skills, and relationships.

Develop a plan to prepare future leaders

- Use mentoring, leadership development programs, and stretch assignments.
- Provide growth opportunities while things are stable.

Long-term strategy

- Continuous development, evaluation, and re-evaluation are necessary.
- Succession planning is not a one-time task—it evolves as the organization grows.



GETTING STARTED WITH SUCCESSION PLANNING

Risk Analysis

- Financial Risk
- Operational Risk
- Compliance Risk

Complexity

- Specialized Skills
- Critical Roles

Impact

- Not all impactful roles are leadership positions
- Direct influence on an organization

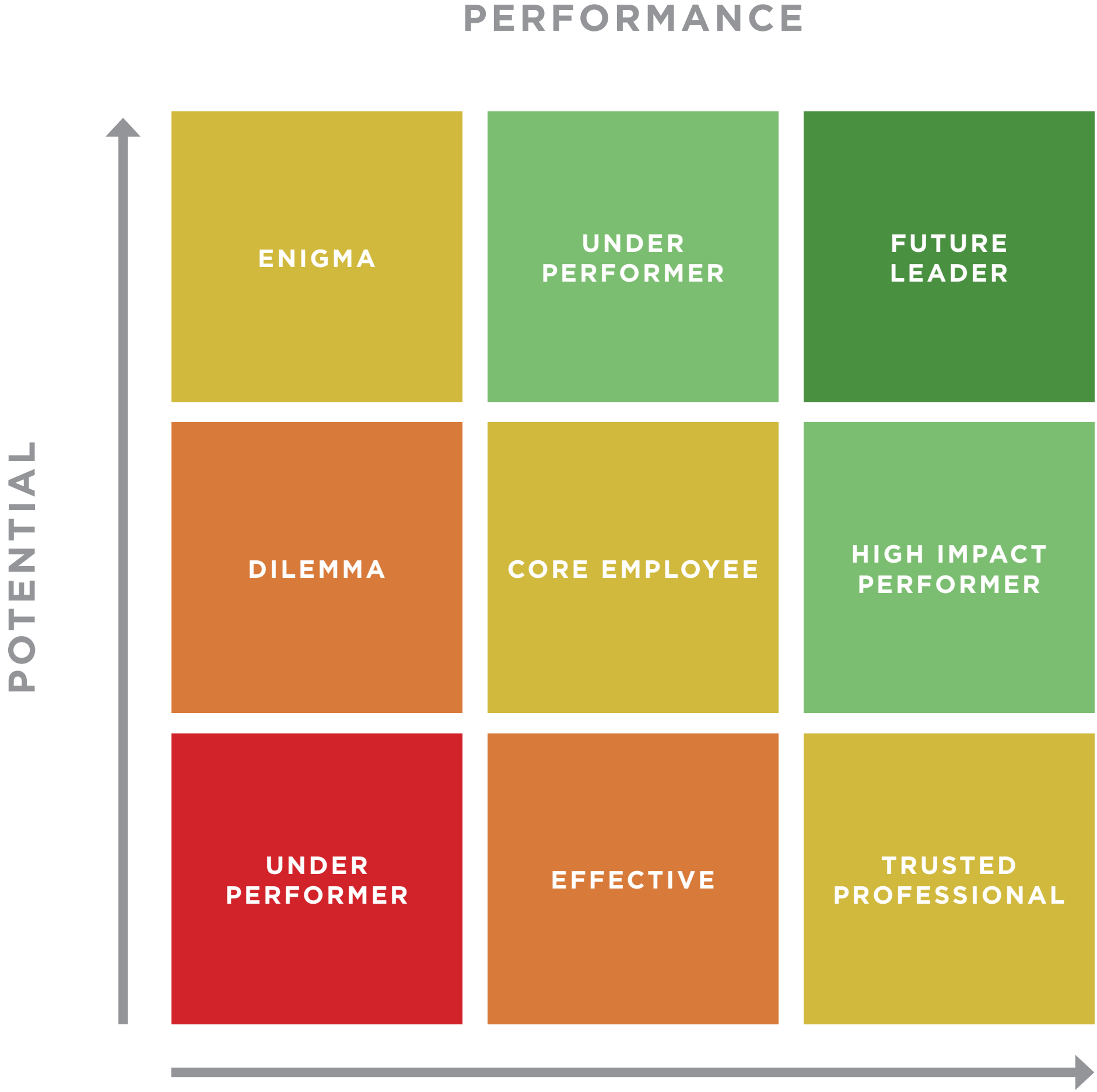


SO HOW DO YOU GET STARTED?

- Who are your essential players today?
- Who will be essential tomorrow?
- What roles can't afford to be vacant even for a short period of time?



GETTING STARTED WITH SUCCESSION PLANNING



DEVELOPING YOUR NEXT LEADERS

- Importance of Guidance
- Benefits of Mentorship
- Strategies for Development
 - Leadership Competency Training
 - Creating a Development Plan
 - Leadership Training Programs
 - Stretch Assignments
 - Regular Check-ins



Let's discuss a key factor that can make or break your succession plan:

engaging your stakeholders. Leadership involvement is crucial, but to make this work, you need buy-in from all levels of the organization. We're talking about a collaborative effort here—leadership, HR, department heads, and board members all have a role to play in making succession planning a success.



CULTURAL SHIFT IN SUCCESSION PLANNING

- Open Dialogue About Development
- Training Programs and Mentorship
- Incorporating Leadership Development



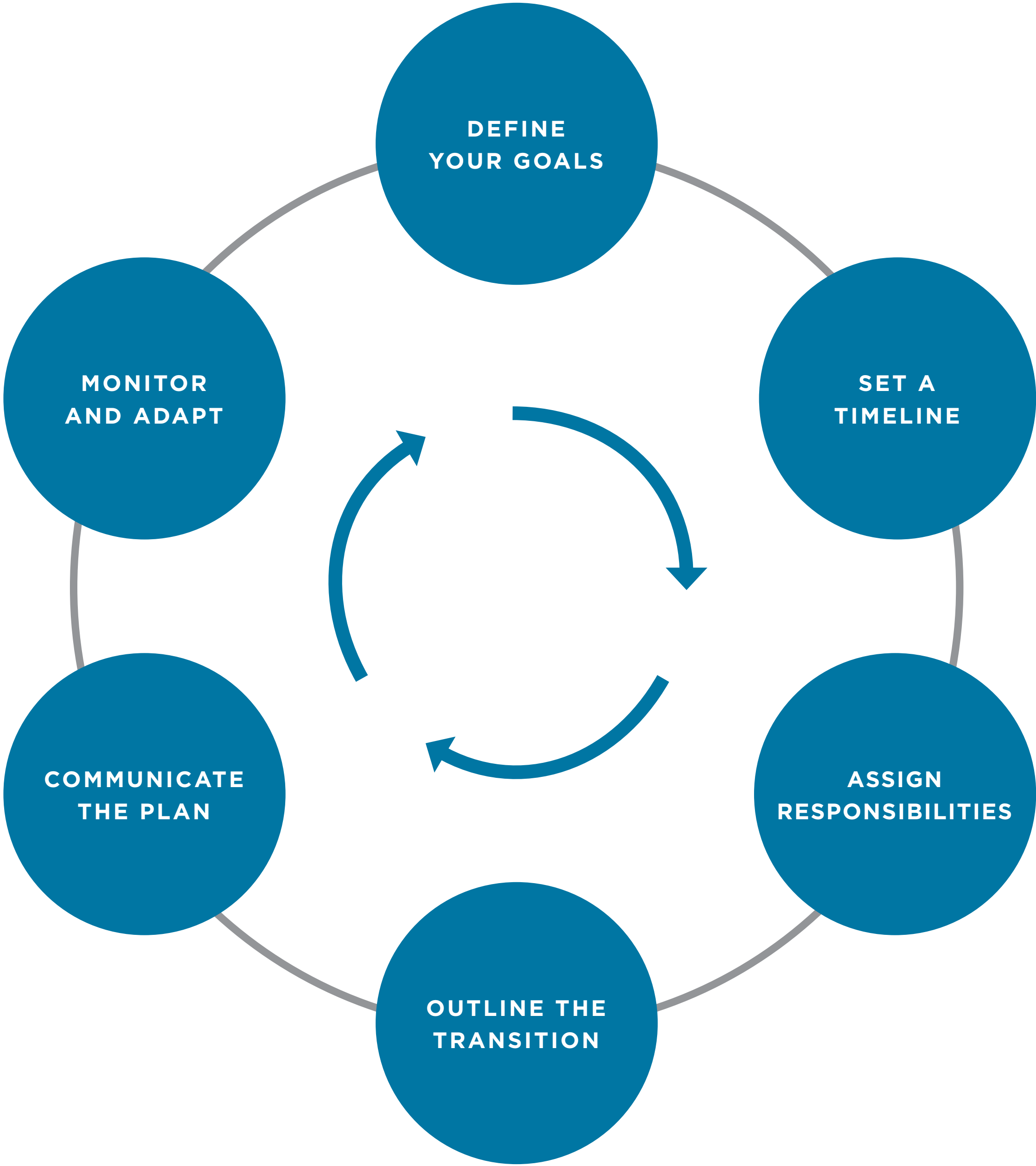
REFRAMING THE MINDSET

- Addressing Fear In Succession Planning
 - Legacy over Replacement
 - Security Through Development



How to Get Started

Ultimately, implementing and monitoring your succession plan ensures that your municipality remains resilient and responsive to the evolving needs of the community. By breaking the process down into actionable steps and continuously tracking progress, you're not just filling leadership roles—you're cultivating a sustainable and adaptable pipeline of public service leaders. This proactive approach not only secures effective governance but also empowers your municipality to navigate challenges, drive innovation, and maintain high-quality services for residents in the long term.



TIPS TO KEEPING YOUR SUCCESSION PLAN EFFECTIVE AND RELEVANT

- Regular Reviews
- Track Development Progress
- Gather Feedback
- Adapt and Adjust





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THANK YOU