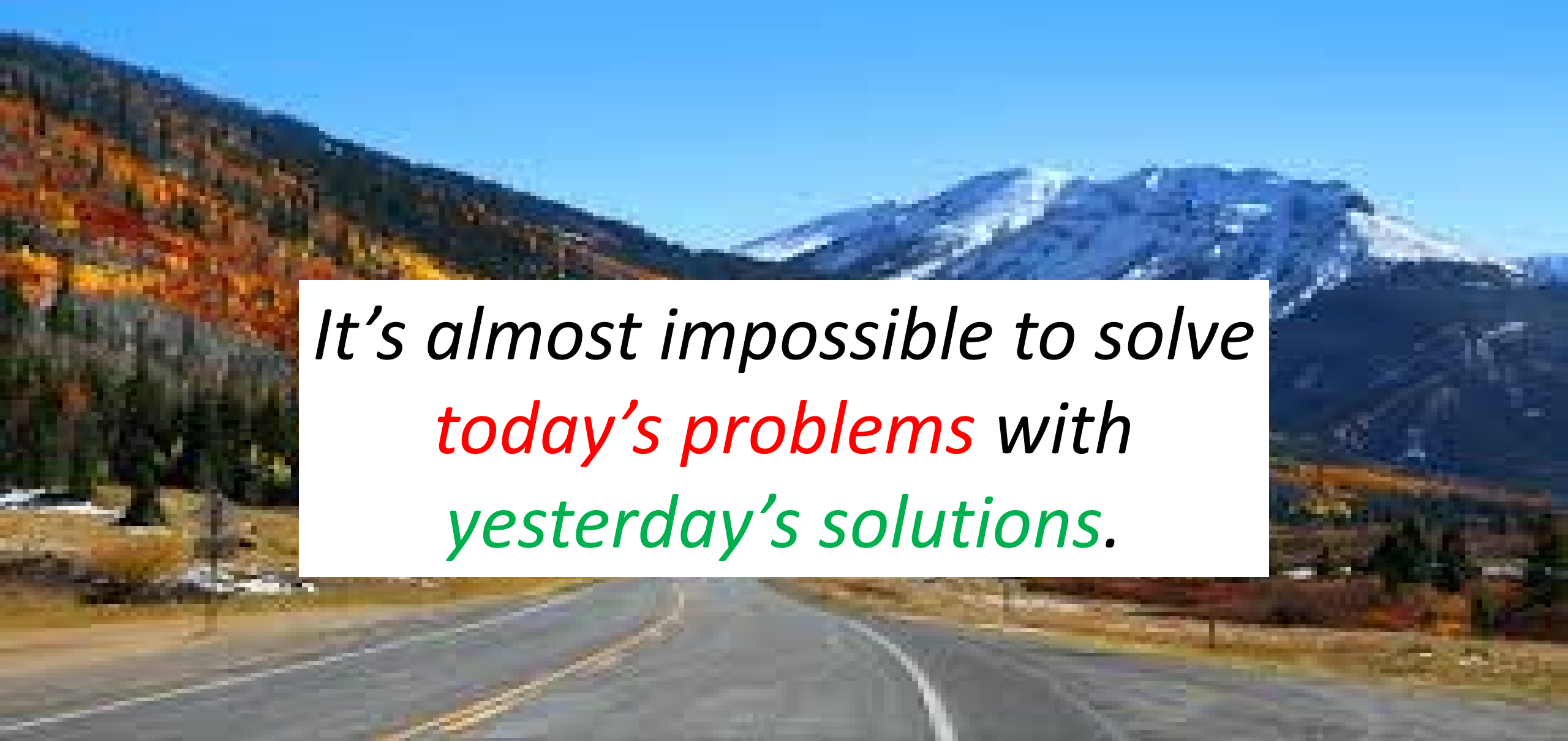


# SUCCESSION PLANNING.

The Time is Right Now!



Patrick Ibarra  
The Mejorando Group



*It's almost impossible to solve  
**today's problems** with  
**yesterday's solutions.***

What **year** is it in  
your workplace?

# New Employer-Employee Contract:

- Productive
- Engaging
- Enjoyable work experience





*In order to build a 21<sup>st</sup>  
Century workforce, you need  
a 21<sup>st</sup> Century approach.*





# TODAY'S PRESENTER



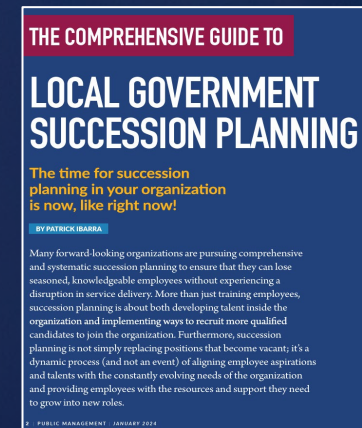
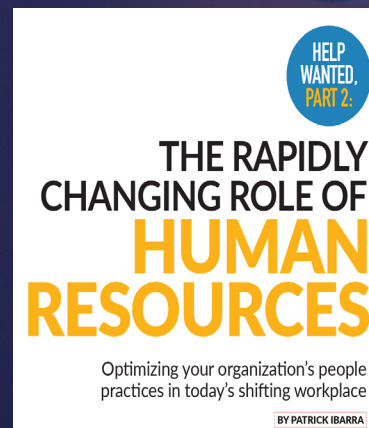
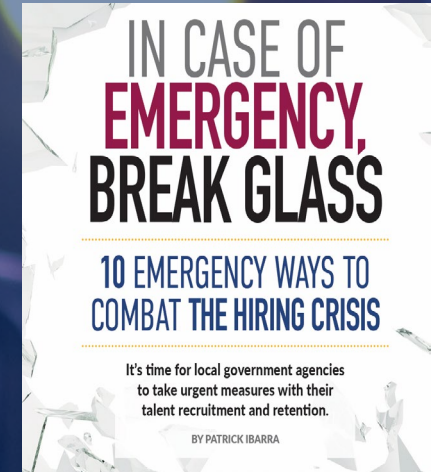
**Patrick Ibarra**

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Former City Manager

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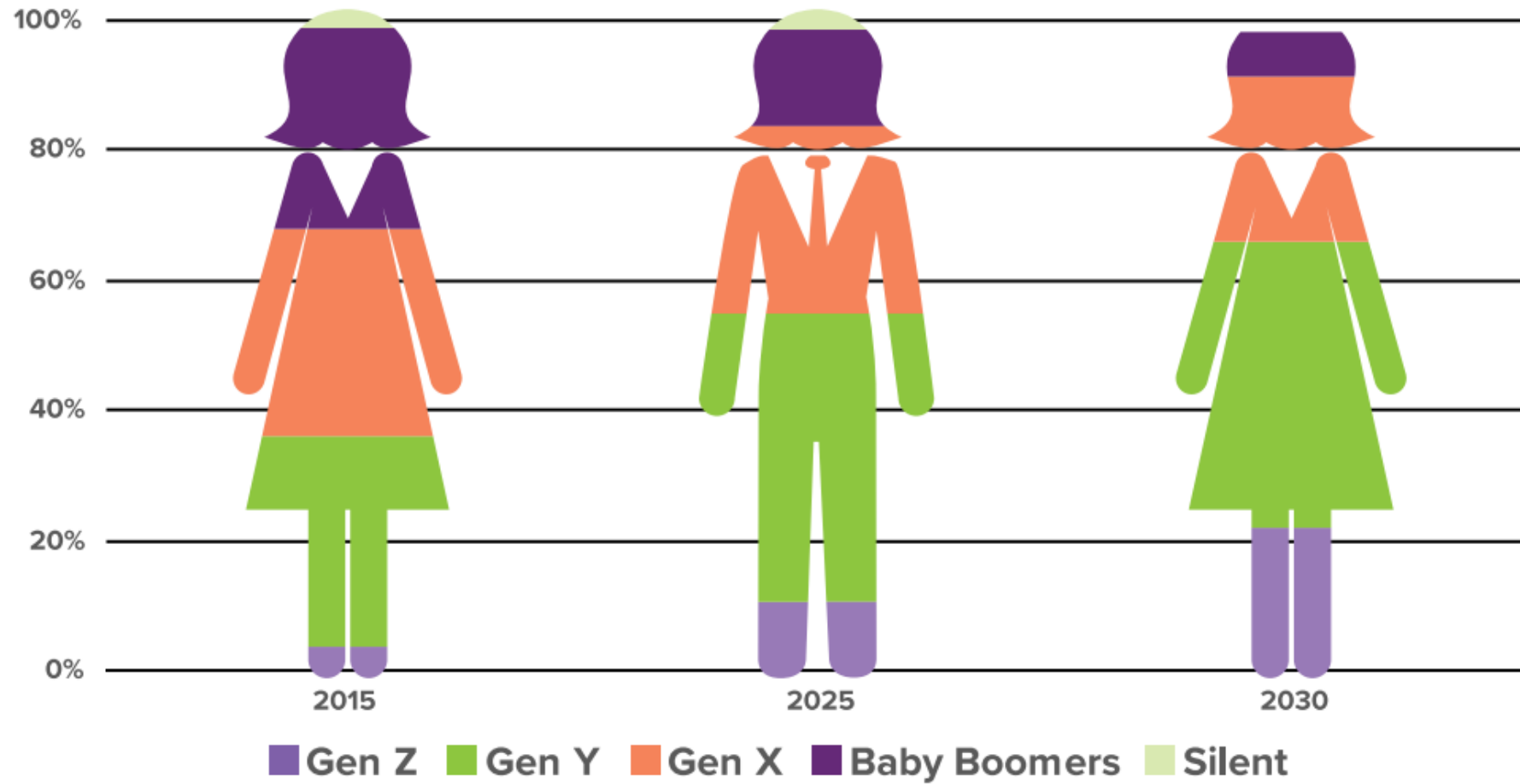


# ISSUES OF TODAY & TO

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- Increasing service demands
- Preparing for retirements
- Competitive marketplace
- Growing more leaders faster
- Mitigating potential loss of knowledge
- Reducing talent skills gaps

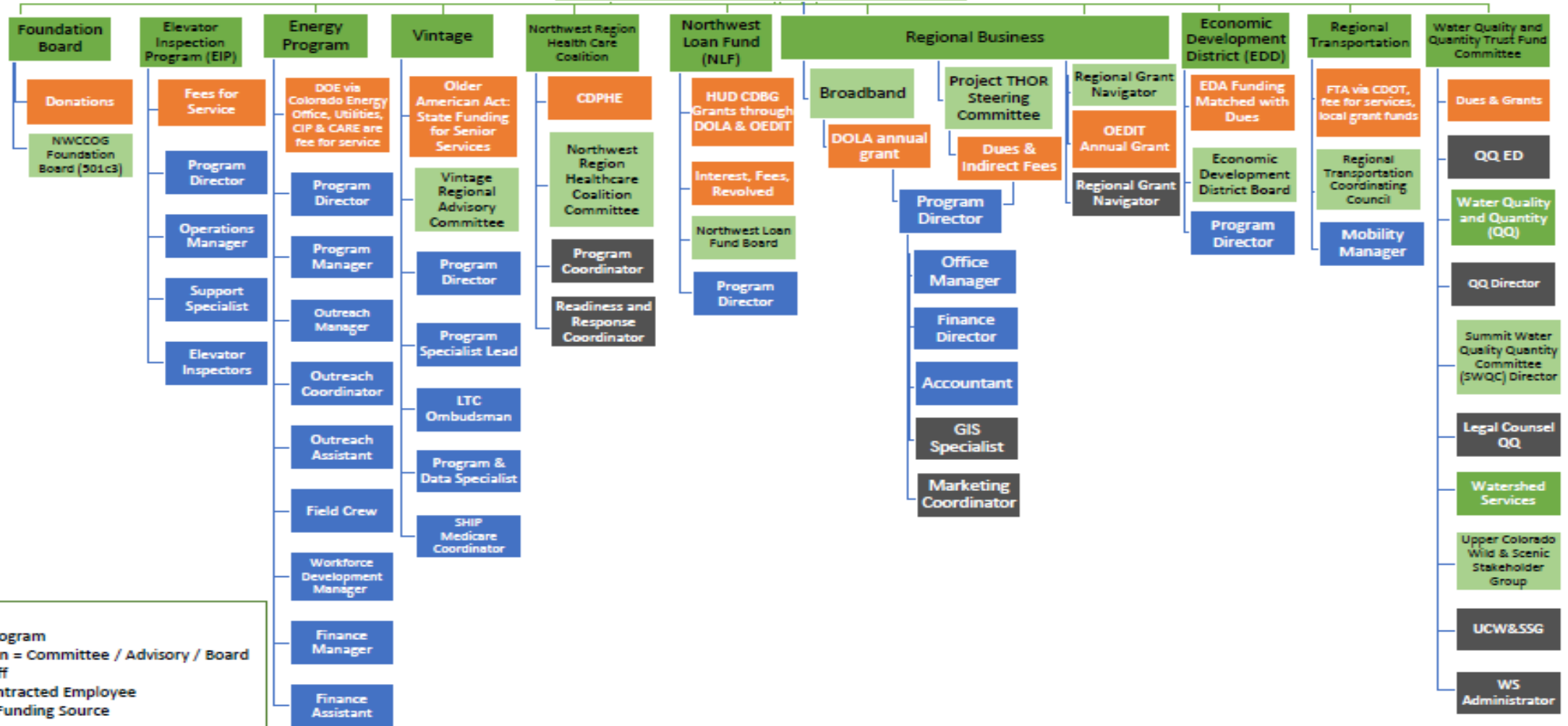
## US Labor Force composition by generation





# NWCCOG Council / NWCCOG Executive Committee

## Executive Director



NWCCOG Organization Chart

*Seniority doesn't always  
translate to competence and  
technical proficiency  
doesn't guarantee  
supervisory effectiveness.*

# WHAT IS SUCCESSION PLANNING

*“...ensures the continued effective performance of your organization by establishing a process to manage talent and build bench strength.”*



# WHAT IS SUCCESSION PLANNING

*The major focus is that replacements are prepared to fill key vacancies on short notice and that individuals have the development capacity to assume greater responsibilities, exercise increased proficiency and expanded management roles.*

# WHAT IS SUCCESSION PLANNING

*It's not about who is going to fill whose chair in two to three years, it is about the talent and the skill that the organization needs to move the strategy across the finish line.*

# SUCCESSION PLANNING IS A SYSTEMATIC



Ensuring the people who join the organization are compatible with the fit required to be successful.



While not all employees may be interested in pursuing a promotion at some point, a sufficient number are and willing to invest their time, effort and energy to position themselves for those opportunities.



Making sure that there are enough suitable people to step into any significant role as it becomes vacant or is created – a pipeline of potential successors.



Motivating and developing newly promoted people to adapt to the new role as fast as possible, with minimum disruption.



Recognizing that roles and their incumbents are constantly evolving.



Communicating to the entire workforce that to remain a fully qualified incumbent learning and growth are necessary.



# FRAMEWORK: ACROSS ALL LEVELS

Succession  
Planning

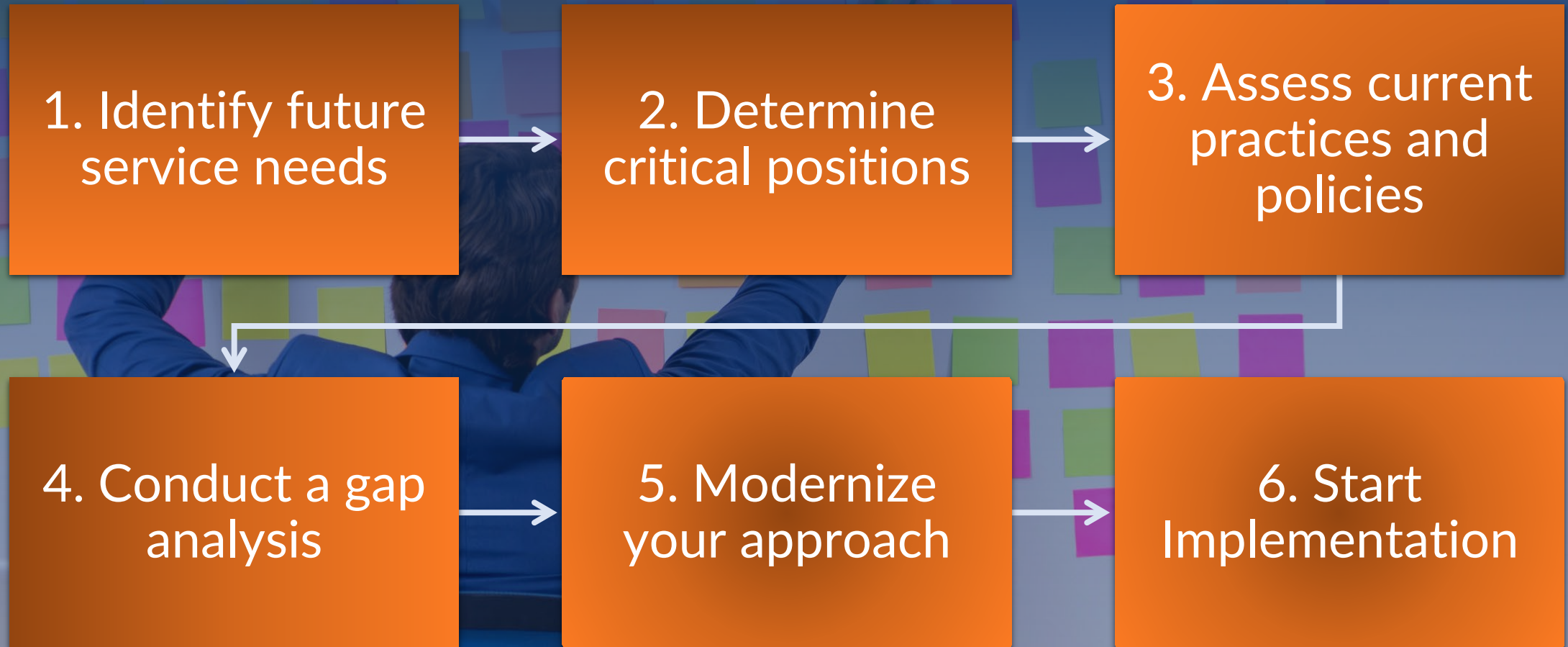
Technical

Professional

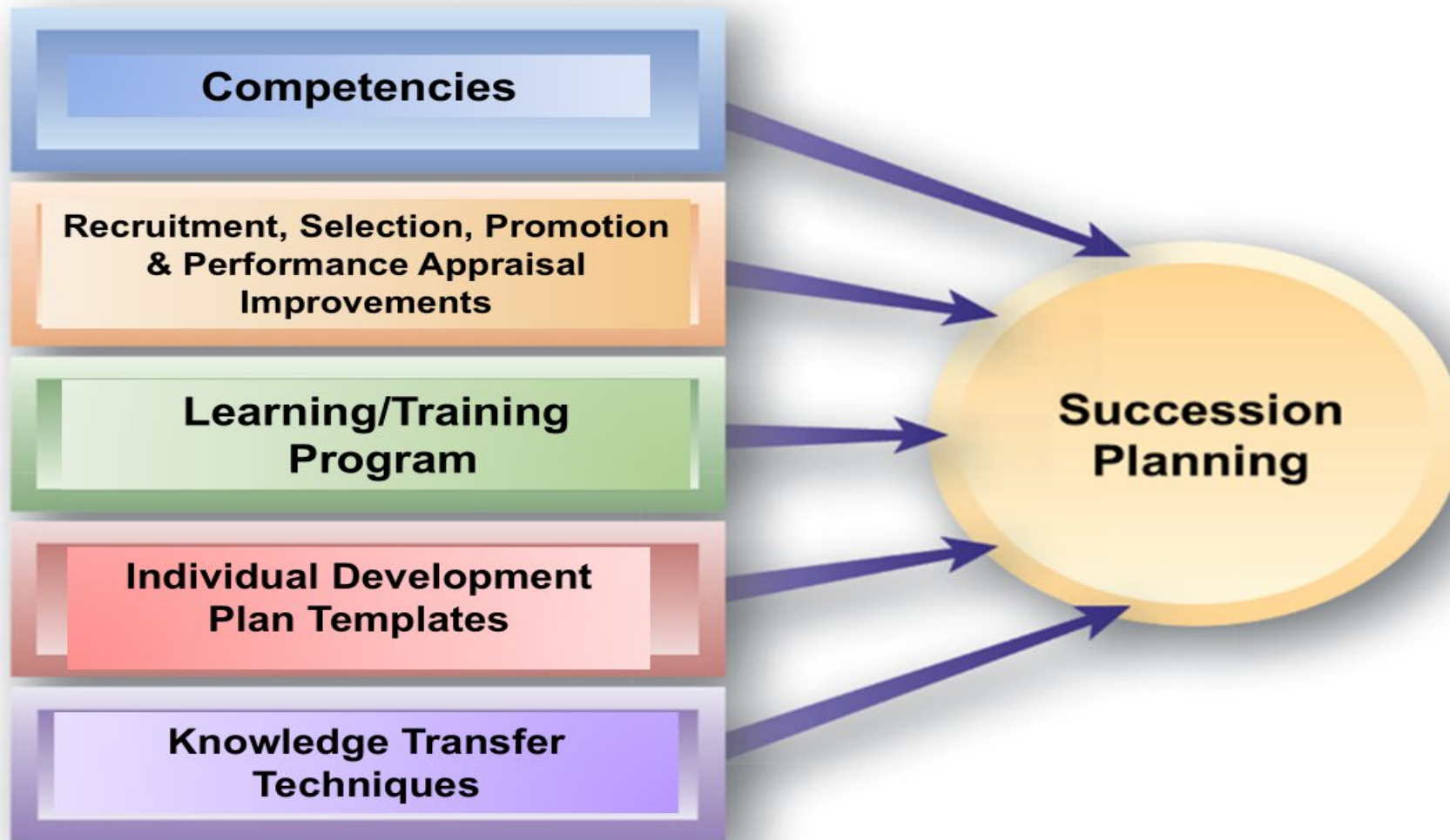
Managerial

Executive

# SUCCESSION PLANNING: THE “H









# OUTCOMES/IMPACTS

Systematic  
Approach

Modern Practices  
for Recruitment &  
Selection

Predictable  
Promotion  
Practices

Practical  
Knowledge  
Transfer

Training on  
Competency  
Development

Realistic  
Performance  
Appraisal Practices

Deeper Internal  
Bench

Stronger Employer  
Brand

# THE MEJORANDO GROUP

- *Who are we?* Organizational Effectiveness Consulting Practice.
- *What do we do?* Partner with leaders to implement solutions that improve organizational performance.
- *How do we do that?* We provide expertise in:
  - Succession Planning & Talent Management
  - Culture Change
  - Staffing Analysis
  - Facilitation Services
  - Leadership and Management Skills Training
- *How do you contact us?* Patrick Ibarra, 925-518-0187 or [patrick@gettingbetterallthetime.com](mailto:patrick@gettingbetterallthetime.com)
- *Web address:* [www.gettingbetterallthetime.com](http://www.gettingbetterallthetime.com)