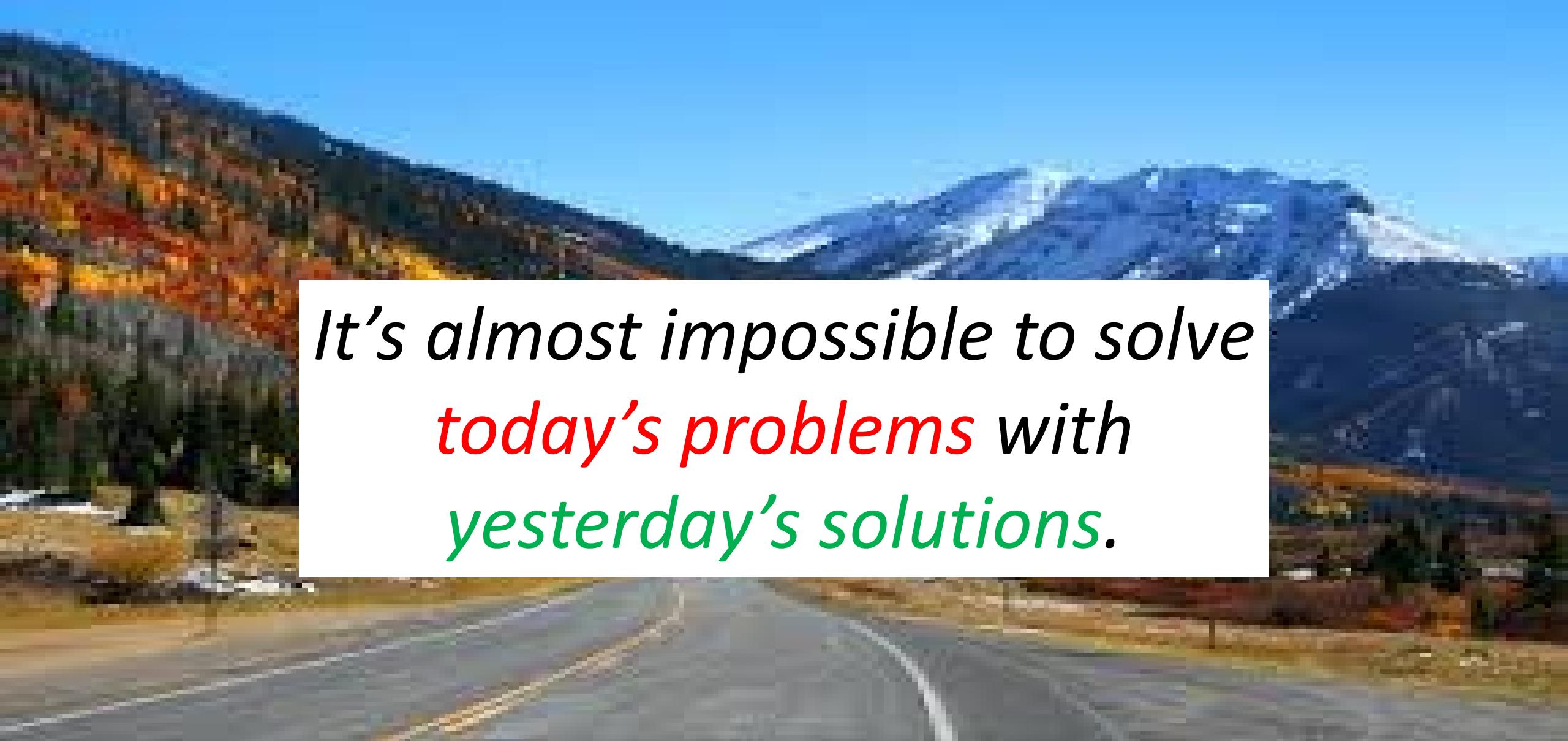


SUCCESSION PLANNING:

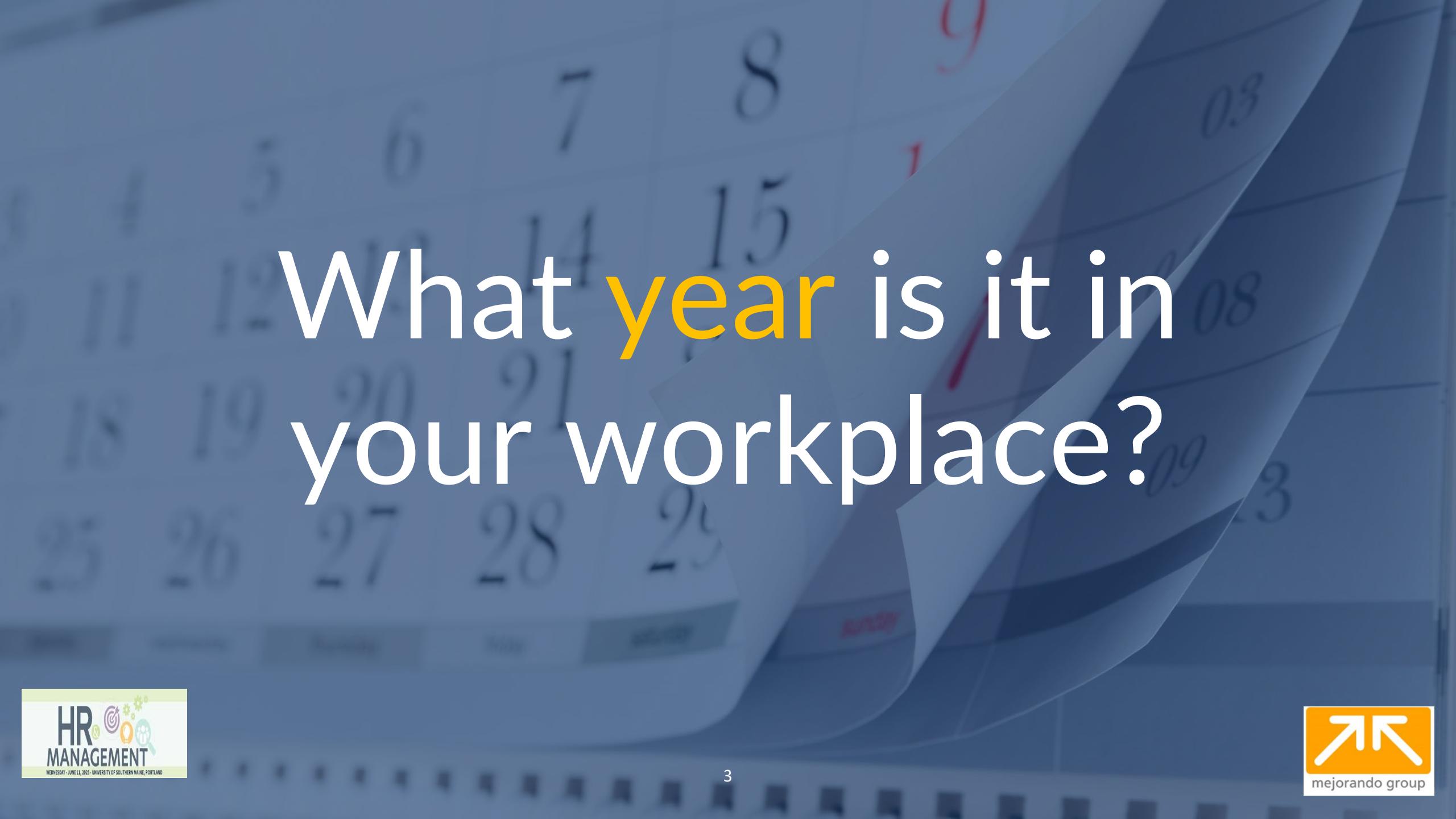
The Time is Right Now!



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



4



*In order to build a 21st
Century workforce, you need
a 21st Century approach.*



TODAY'S PRESENTER



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Former City Manager

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THE RAPIDLY CHANGING ROLE OF **HUMAN RESOURCES**

Optimizing your organization's people practices in today's shifting workplace

BY PATRICK M. IBARRA

THE COMPREHENSIVE GUIDE TO LOCAL GOVERNMENT SUCCESSION PLANNING

The time for succession planning in your organization is now, like right now!

BY PATRICK IBARRA

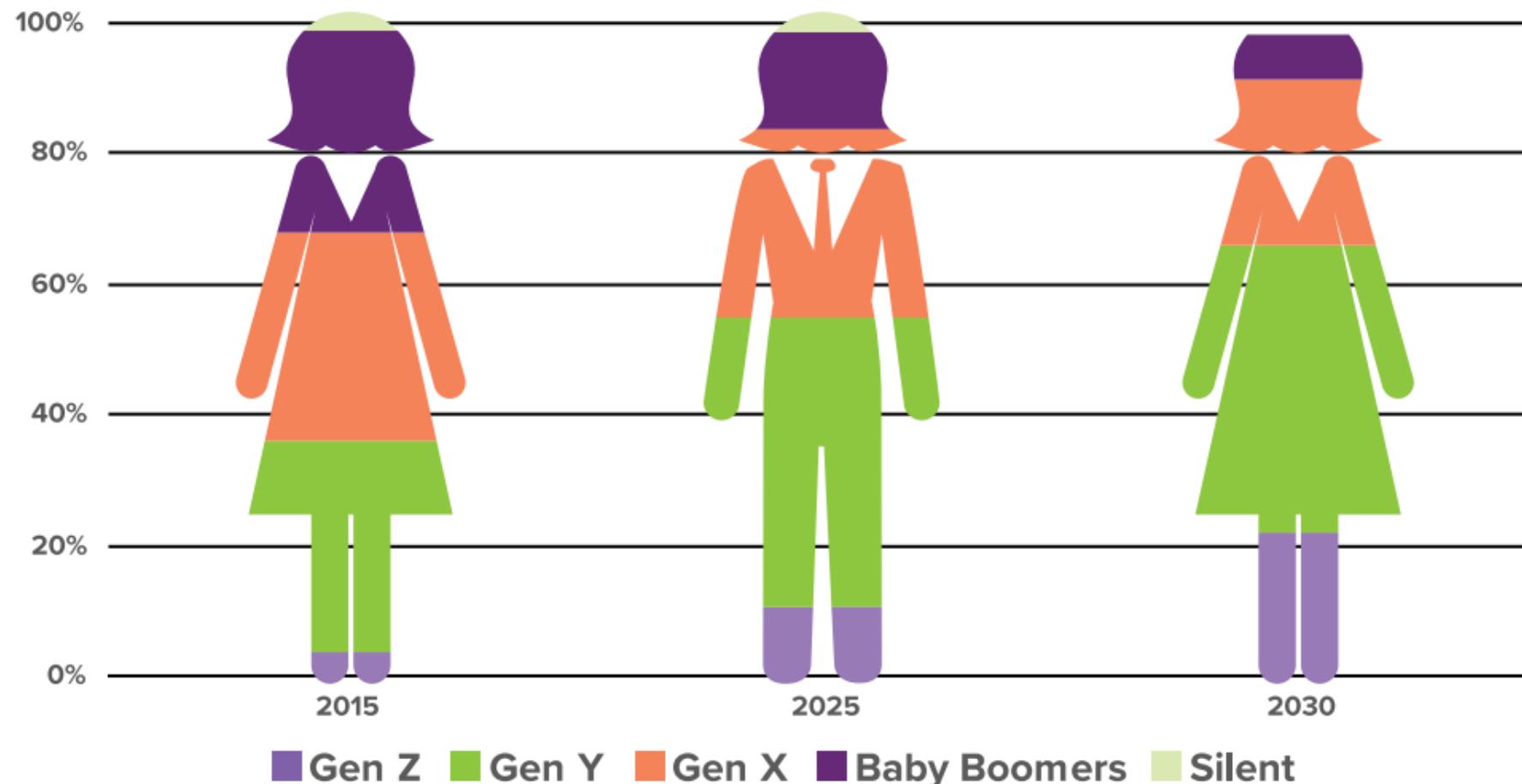
Many forward-looking organizations are pursuing comprehensive and systematic succession planning to ensure that they can lose seasoned, knowledgeable employees without experiencing a disruption in service delivery. More than just training employees, succession planning is about both developing talent inside the organization and implementing ways to recruit more qualified candidates to join the organization. Furthermore, succession planning is not simply replacing positions that become vacant; it's a dynamic process (and not an event) of aligning employee aspirations and talents with the constantly evolving needs of the organization and providing employees with the resources and support they need to grow into new roles.



ISSUES OF TODAY & TOMORROW

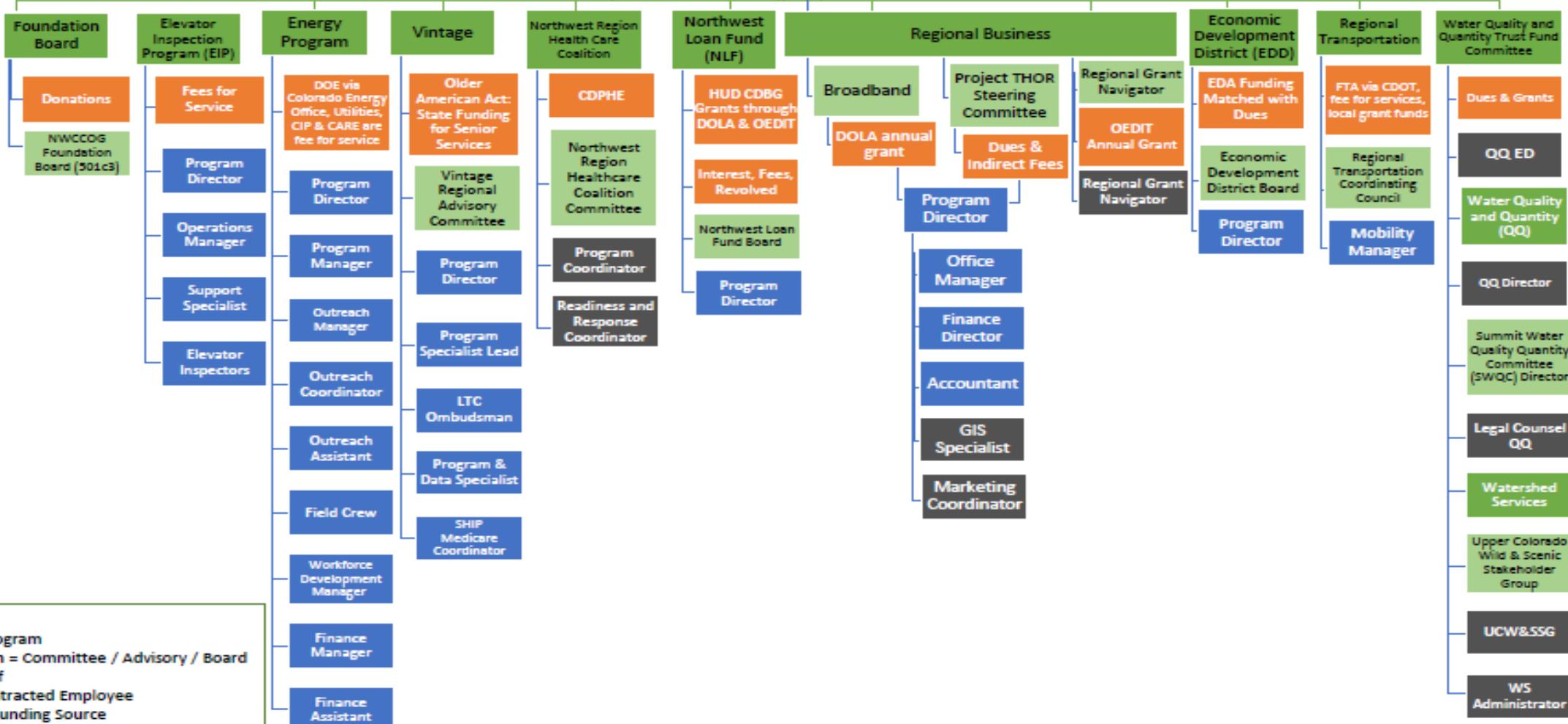
- Increasing service demands
- Preparing for retirements
- Competitive marketplace
- Growing more leaders faster
- Mitigating potential loss of knowledge
- Reducing talent skills gaps

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 PROCESS



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



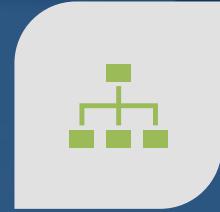
While not all employees may be interested in pursuing a promotion at some point, a sufficient number are and willing to invest their time, effort and energy to position themselves for those opportunities.



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.

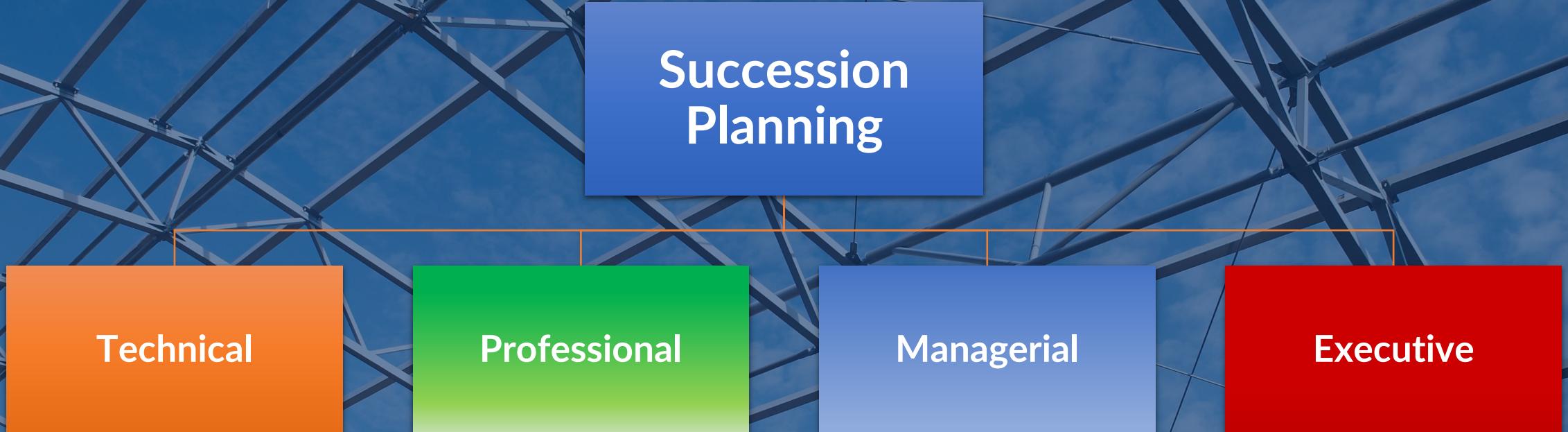


Recognizing that roles and their incumbents are constantly evolving.



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

FRAMEWORK: ACROSS ALL LEVELS



SUCCESSION PLANNING: THE “H”

1. Identify future service needs

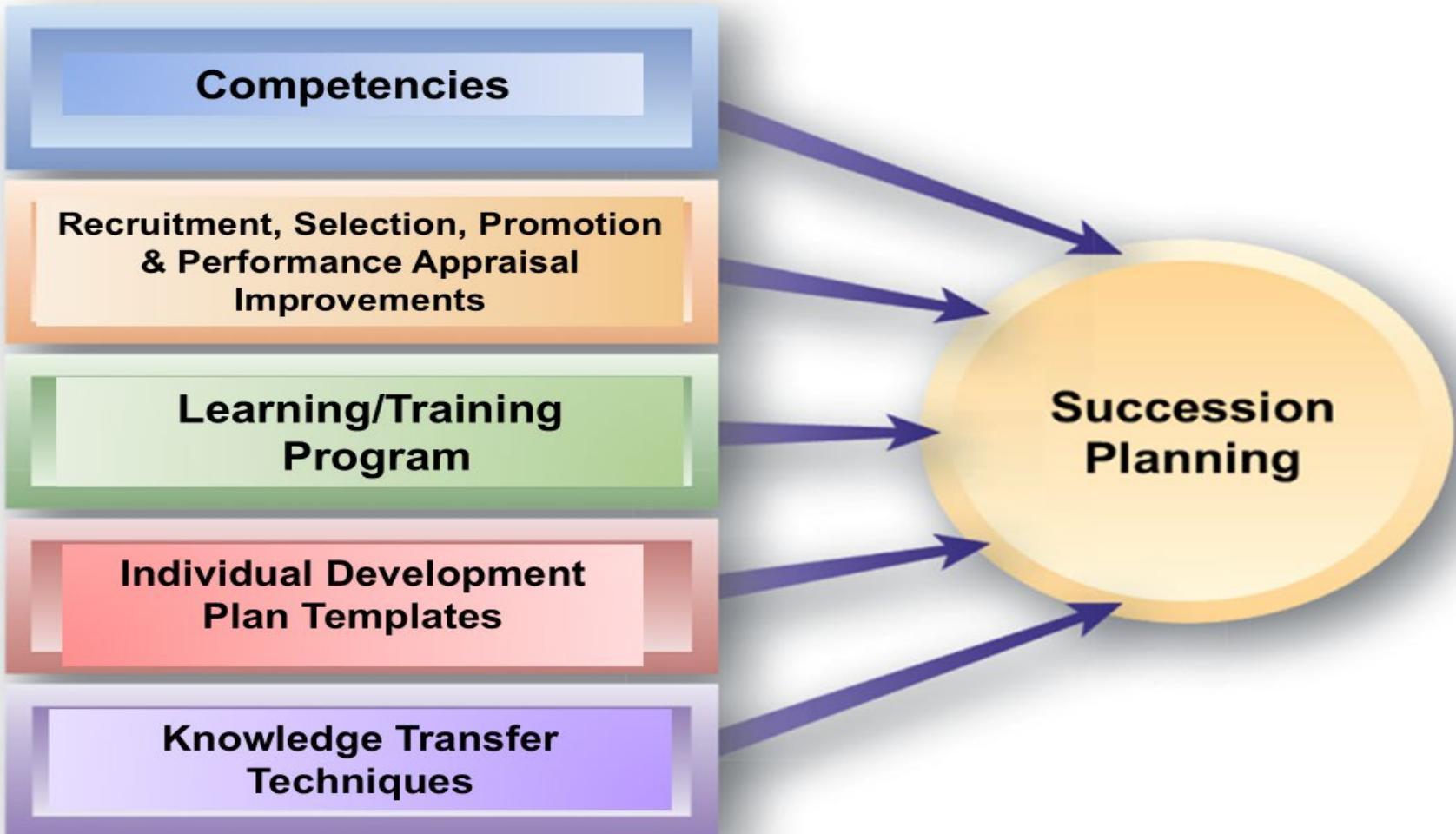
2. Determine critical positions

3. Assess current practices and policies

4. Conduct a gap analysis

5. Modernize your approach

6. Start Implementation



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
- *Web address:* www.gettingbetterallthetime.com

