

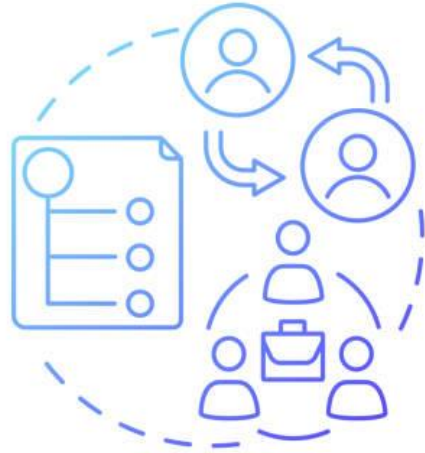


# Effective Leaders Develop Their People

Naka Piohia & David Scott



# What is Succession Planning?



SUCCESSION  
PLANNING

**MD**  
**EXPO**



# Importance of Succession Planning



## Organizational Stability

- Succession planning is essential for maintaining stability within an organization during transitions in leadership.

## Risk Mitigation

- Effective succession planning helps mitigate risks associated with losing key leaders, ensuring a smooth transition.

## Knowledge Transfer

- It ensures the transfer of critical knowledge and skills from outgoing leaders to future successors.

## Employee Engagement

- Succession planning supports employee engagement by providing career development opportunities and career paths.



# Top 5 Challenges of Succession Planning

1. **Retirement of Key Employees:** Navigating the Transition
2. **Lack of Succession Candidates:** Identifying the Gaps
3. **Potential Successors Not Interested in Leadership Roles:** Addressing Engagement Challenges
4. **Insufficient Internal Upskilling Programs:** Building a Future-Ready Workforce
5. **Absence of a Succession Plan:** The Need for Strategic Planning



# Retirement of Key Employees: Navigating the Transition

While moving through this process you will want to ask yourself two primary questions –

Q1: If the person currently in this position were to leave, how would that affect our day-to-day operations?

Q2: What are the major obligations of this position that will most impact our company or department?



# Lack of Succession Candidates: Identifying the Gaps

LinkedIn

Indeed

Monster

Glassdoor

CareerBuilders

HTMjobs.com



# Potential Successors Not Interested in Leadership Roles: Addressing Engagement Challenges

Do Not	Do
Assume	Discover
Overlook	Utilize



# Insufficient Internal Upskilling Programs: Building a Future-Ready Workforce

1. **Communications Skills**
2. **Product Management**
3. **Customer Relations**
4. **Project Management**
5. **Budgeting & Forecasting**
6. **Performance Improvement**



# Absence of a Succession Plan: The Need for Strategic Planning

Not having  
a plan  
is not an  
option...

MD  
EXPO



# The Steps to Strategic Succession Planning

**Establish the following steps:**

- 1. Elicit Potential Candidates**
- 2. Meet, Review, & Plan**
- 3. Execute Professional Development**
- 4. Short Term Trial, Assess, & Review**
- 5. Methodology + Hiring Strategy**



# Elicit Potential Candidates & Meet, Review, & Plan

- Outline the stages of development
- Completion of the program is NOT a guarantee
- Better equipped for the future



# Execute Professional Development

- OEM Factory Training
- Tech-to-Tech Cross-training
- Job Rotation
- Mentorship – Job shadowing



# Short Term Trial, Assess, & Review

- Win-Win
- Temporary Vacancy – Sick day, Vacation, Extended illness, or FMLA
- Valuable Experience – Chance to Assess



# Methodology + Hiring Strategy

- Identify Talent Gaps
- Keep Good Records
- Feedback, Support & Recognition



# Next Steps, Evaluate & Evolve

**Regular Plan Reviews**

**Involving Current Leaders**

**Mentorship and Coaching Culture**



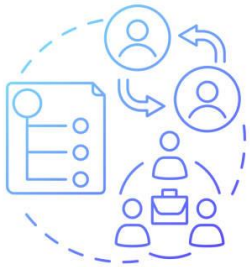
# Should I Stay or Should I Go?

Who replaces you?

- Are you considering retiring?
- Is there a new opportunity?
- Are you in line for a promotion?



# Benefits of Succession Planning



SUCCESSION  
PLANNING

**Reduced Turnover**

**Enhanced Leadership Capability**

**Improved Organizational Resilience**

**Culture of Growth**



# Thank You!

Naka Piohia & David Scott

