



Succession Planning in the Public Sector

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Overview of Topics

Succession Planning....

- What does it look like in the public sector?
- Developing a successful succession plan
- Potential roadblocks
- Sample program development
- It's all about talent management
- Keep the momentum going

What is Succession Planning?

Succession planning is the means by which an organization prepares for and replaces managers, executives, and other key employees who leave their positions, and is critically important to the organization's continued and future success.

-Thomas Gilmore-Making a Leadership Change

Without Succession Planning...

The loss of experienced executives without adequate replacements can have a substantial, immediate negative effect on an organization.

-Gerald Barkdoll & Nina Mocniak

Public Sector Challenges

- Relatively new to public sector
- Changing politics and priorities
- Individual departments not working as one organization
- Transition of leadership has been a challenge in the public sector
- Need for creating a pool of leaders

Succession Planning – The Basics

- Talent Management
- Link succession planning to organizational strategies and goals
- Look at succession planning as a process
- Communicate organization's succession plan

Identifying Future Leaders

Look for those who...

- Have consistently high marks on performance appraisals
- Take on leadership roles
- Request additional training

Talent Assessment

- Assessing your talent's potential
- Strengthening your talent pipeline
- Recruiting in new and innovative ways
- Creating leaders at all levels
- Developing employees and
- Continuously planning your succession.
- Gap analysis

Succession Plan Development

- Determine future human capital needs
- Know your workforce (talent assessment)
- Fill the “gaps”
- Develop business case for succession planning
- Obtain leadership buy-in

Succession Plan Development cont'd

- Define Processes
- Define Training & Development
- Communicate Program
- Execute Plan
- Measure Results

Tips for Ongoing Success

- Radically Embrace Millennials
- Expand Concept of Succession Planning
- Go Beyond Formal Leadership Development
- Capture Knowledge Now
- Implement Unified Talent Management

Questions?

