



SYSTEMS LEADERSHIP: systems building

SUCCESSION PLANNING

Almost 7,900 baby boomers retire every day. Many local governments report more than 70% of their current workforce is eligible to retire. Despite this, few organizations have adequately prepared a leadership pipeline that will ensure continuity and competence in their next generation of leaders. Succession Planning provides a practical strategy and game plan for an organization to develop a qualified pool of leaders ready to be promoted as the generation shift occurs.

Objectives:

By the end of this workshop, participants will be able to:

- Understand the challenges and changing dynamics of today's workforce
- Identify the benefits and barriers to creating a high performance organization
- Define succession planning and talent management
- Recognize the strategic advancement of succession plans
- Apply coaching and mentoring techniques as effective strategies in building the next generation of leaders

