



PREPARING FOR TOMORROW: SUCCESSION PLANNING TO SUPPORT ORGANIZATIONAL HEALTH

A WEBINAR FOR SUPERVISORS FROM YOUR
EMPLOYEE ASSISTANCE AND WORKLIFE PROGRAMS

December 4, 2024

OBJECTIVES

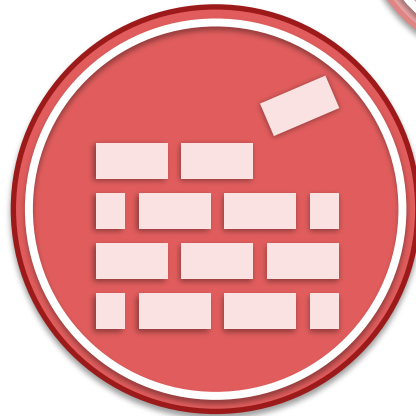
- Review the benefits and purpose of succession planning
- Understand the components and process of a well-executed plan
- Identify employees and evaluate skills
- Prioritize training and mentorship
- Implement, adjust, and monitor your plan
- Discuss a case study and future trends

SECTION 1

BENEFITS AND PURPOSE

BENEFITS OF SUCCESSION PLANNING

Increased organizational stability



Long-term organizational success



Improved recruitment and retention

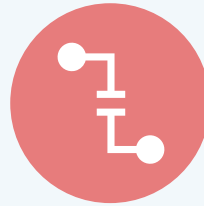


Enhanced employee morale and engagement

WHY SUCCESSION PLANNING MATTERS



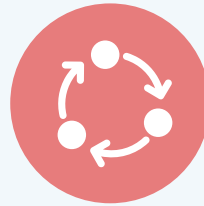
Mitigates leadership vacancies



Minimizes disruptions to operations



Develops and retains talent



Ensures organizational continuity



Demonstrates a sense of comfort to those outside the organization

EMOTIONS IN SUCCESSION PLANNING



Surrendering control



Admitting when a career is over



Teaching and discussing psychologically difficult tasks



Identifying new leaders



SECTION 2

COMPONENTS AND PROCESS

IMPORTANT COMPONENTS OF A SUCCESSION PLAN



Identified employees



Development programs



Communication strategies



Regular review and adjustment



Contingency planning

SUCCESSION PLANNING PROCESS



SECTION 3

IDENTIFY AND EVALUATE TALENT

IDENTIFYING HIGH-POTENTIAL EMPLOYEES

Common characteristics and skills

Emotionally intelligent

Socially adept

Quick learners with a willingness to learn

Good listeners

Verbal communicators

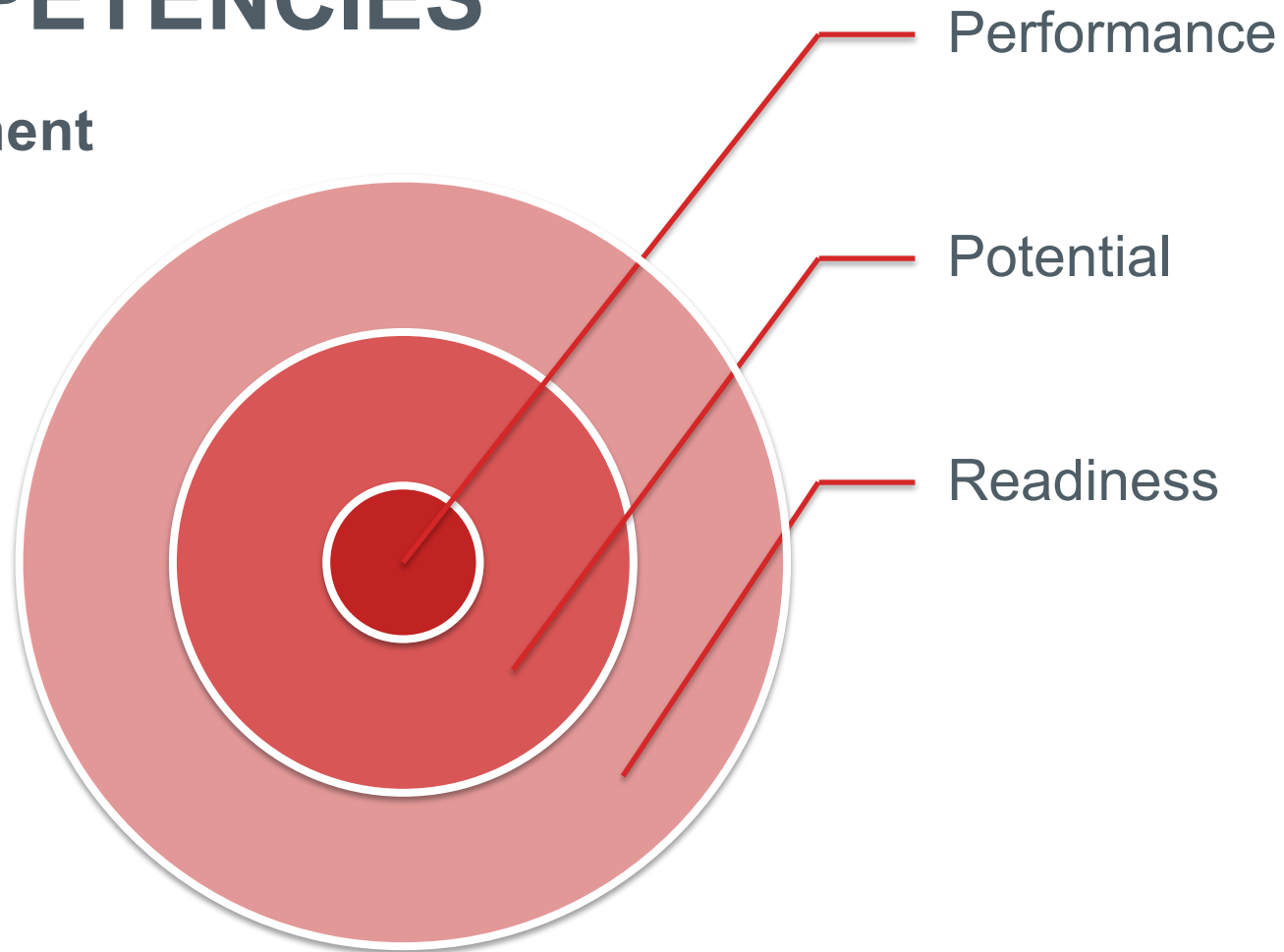
Natural leaders

Relatable

Eager

EVALUATING SKILLS AND COMPETENCIES

Assessment
methods



SECTION 4

TRAINING AND COACHING

TRAINING AND SKILL ENHANCEMENT



Leadership opportunities



Professional development initiatives



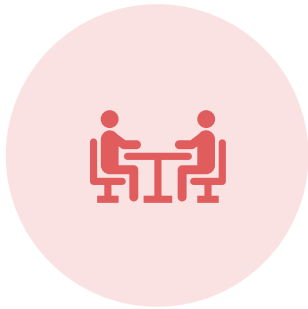
Cross-functional experiences



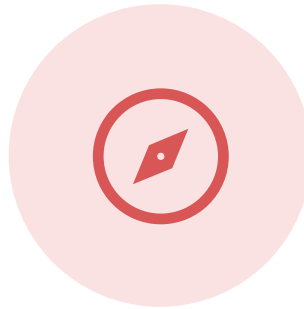
Succession planning workshops



MENTORSHIP AND COACHING



Mentoring



**Coaching for skill
enhancement**

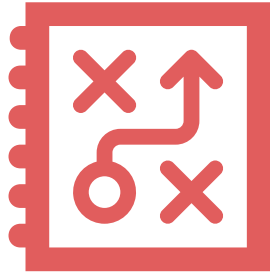


**Building stronger
leadership relationships**

SECTION 5

IMPLEMENT AND MONITOR

IMPLEMENTATION



Create a formal succession planning strategy

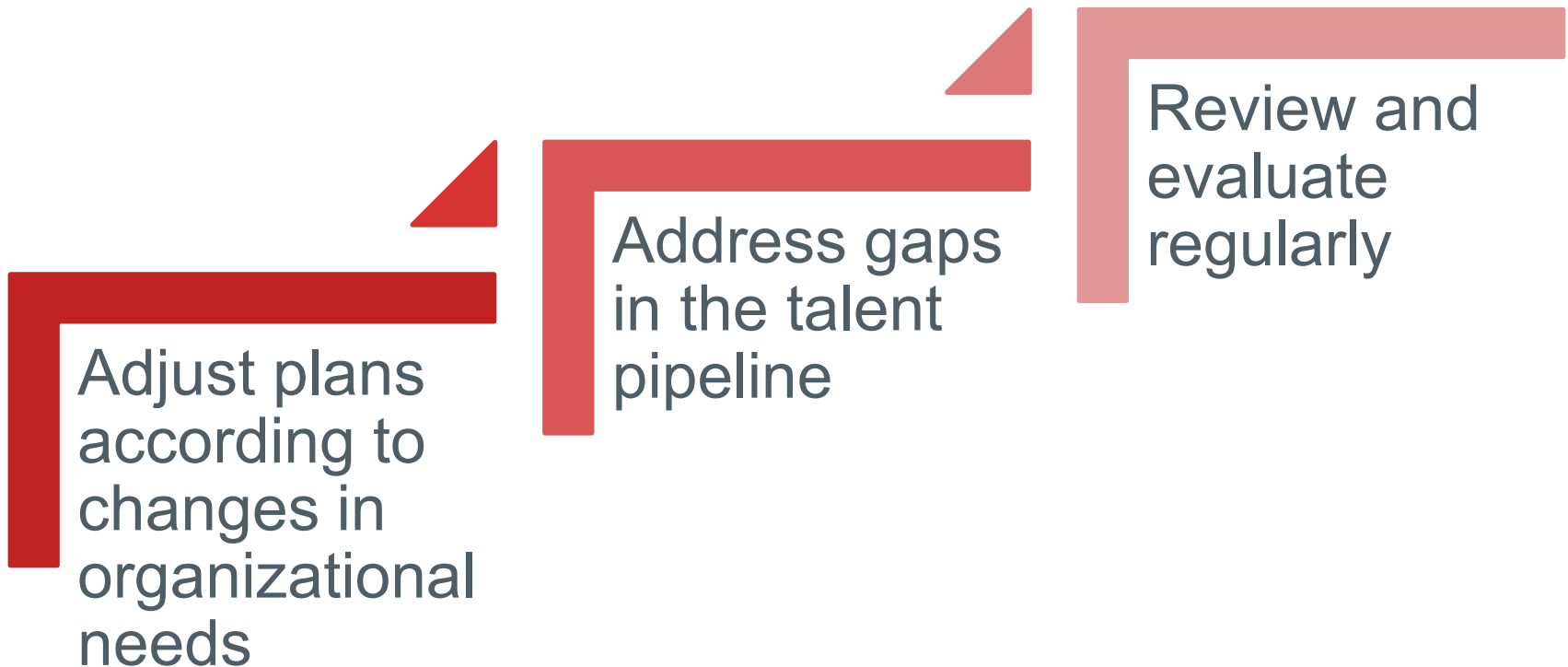
Putting a policy in place



Communicate

Addressing employees' concerns and questions

MONITOR, ADJUST, AND EVALUATE



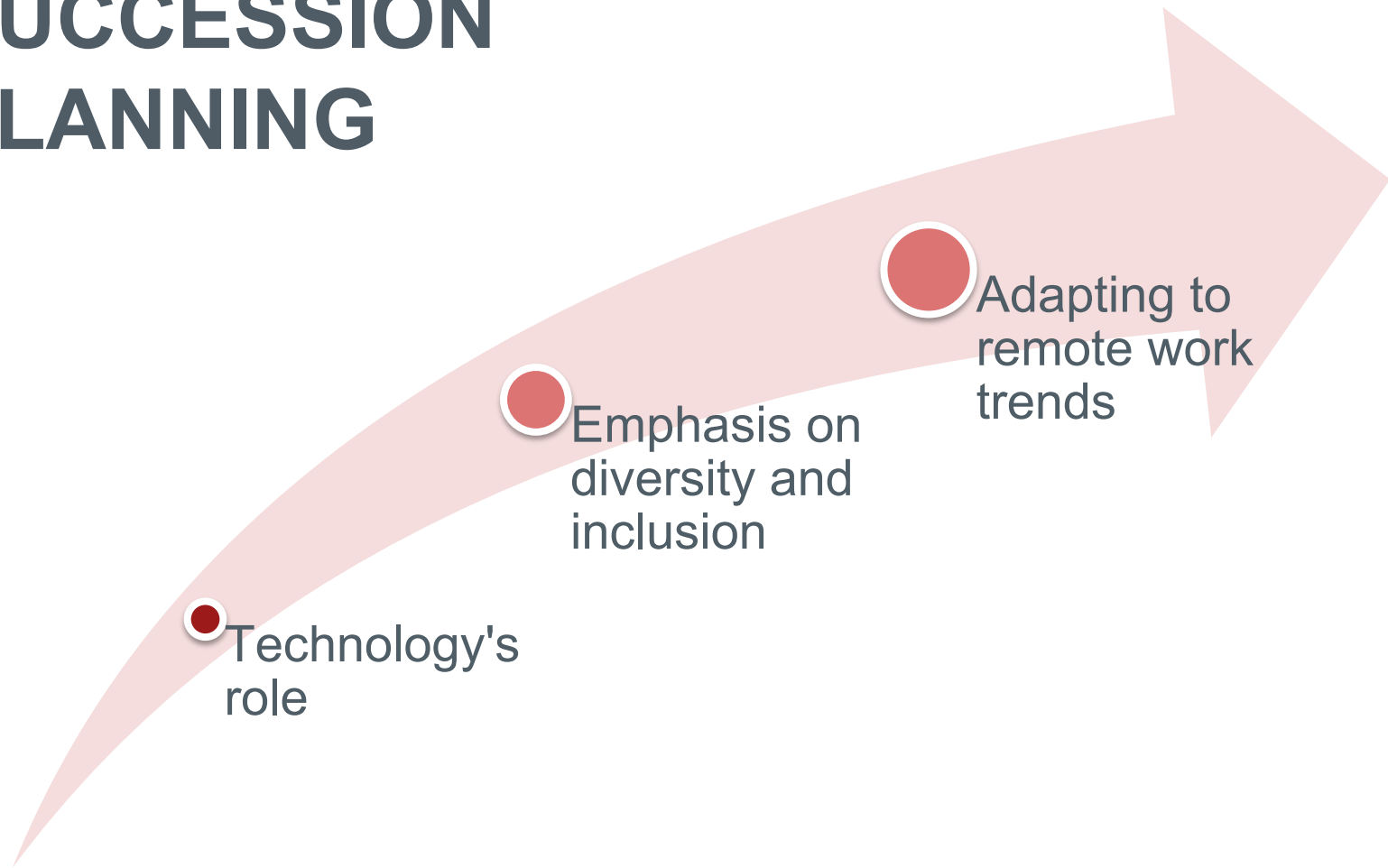
SECTION 6

CASE STUDY AND FUTURE TRENDS

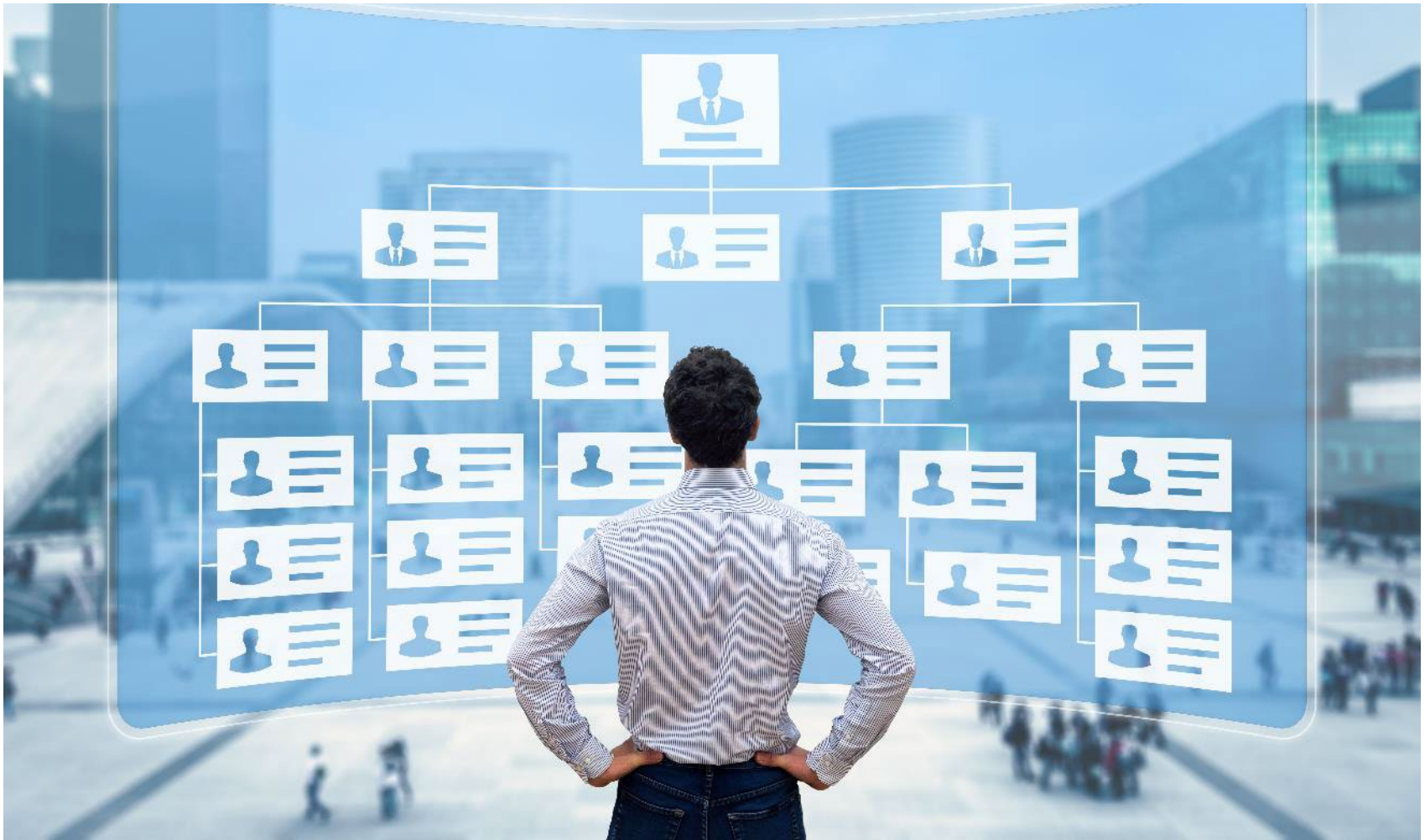
CASE STUDY



FUTURE TRENDS IN SUCCESSION PLANNING



SUMMARY



RESOURCES

Books

- **The Psychology of Top Talent: The Practical Scientifically Proven Method to Identify, Hire, and Develop High Performers**
 - Dr. Eric Frazer, 2019
- **Succession: Mastering the Make-or-Break Process of Leadership Transition**
 - Noel Tichy, 2014
- **Succession Planning That Works: The Critical Path of Leadership Development**
 - Michael Timms, 2016

Online Articles

- CLO: Chief Learning Officer
[Leadership Development Resources](#)
- Harvard Business Review
[Succession Planning Insights and Strategies](#)
- SHRM: The Society for Human Resource Management
 - Suggested Article:
[In Uncertain Times, Succession Planning is More Important Than Ever](#)

On-Demand Courses

- [LinkedIn Learning](#)
Search for courses on succession planning, management, leadership

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