

Developing the Leaders of Tomorrow

Succession planning is the process of identifying people with potential to fill key leadership positions in the department.

Although the primary responsibility for a person's development rests with the individual, the manager/director also plays an important role.

That role consists of:

- ❖ Identifying people with the potential to assume greater responsibility (differentiate between high performance in the current job and high potential to move to positions of greater responsibility).
- ❖ Coach employee to help them understand what skills, abilities and experiences they need to move to higher positions.
- ❖ Help create an individual development plan.
- ❖ Provide resources and developmental experiences to help the employee grow and develop.
- ❖ Provide candid/constructive feedback on an on-going basis.
- ❖ Offer encouragement, organizational insight and advice based on personal experience. Teach what they did not learn in school.
- ❖ Provide opportunities for application of new learning, skills and abilities (internships, cross-training, project leadership, committee membership, visibility and access to leaders).
- ❖ Model the behavior and competence you are encouraging.