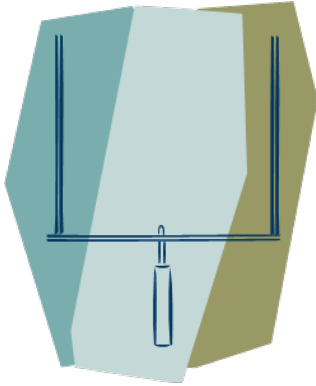


Organization Succession Planning: Do the Benefits Outweigh the Costs?

Organization Succession Planning

Identification and development of potential successors for key positions in an organization, through a systematic evaluation process and training.

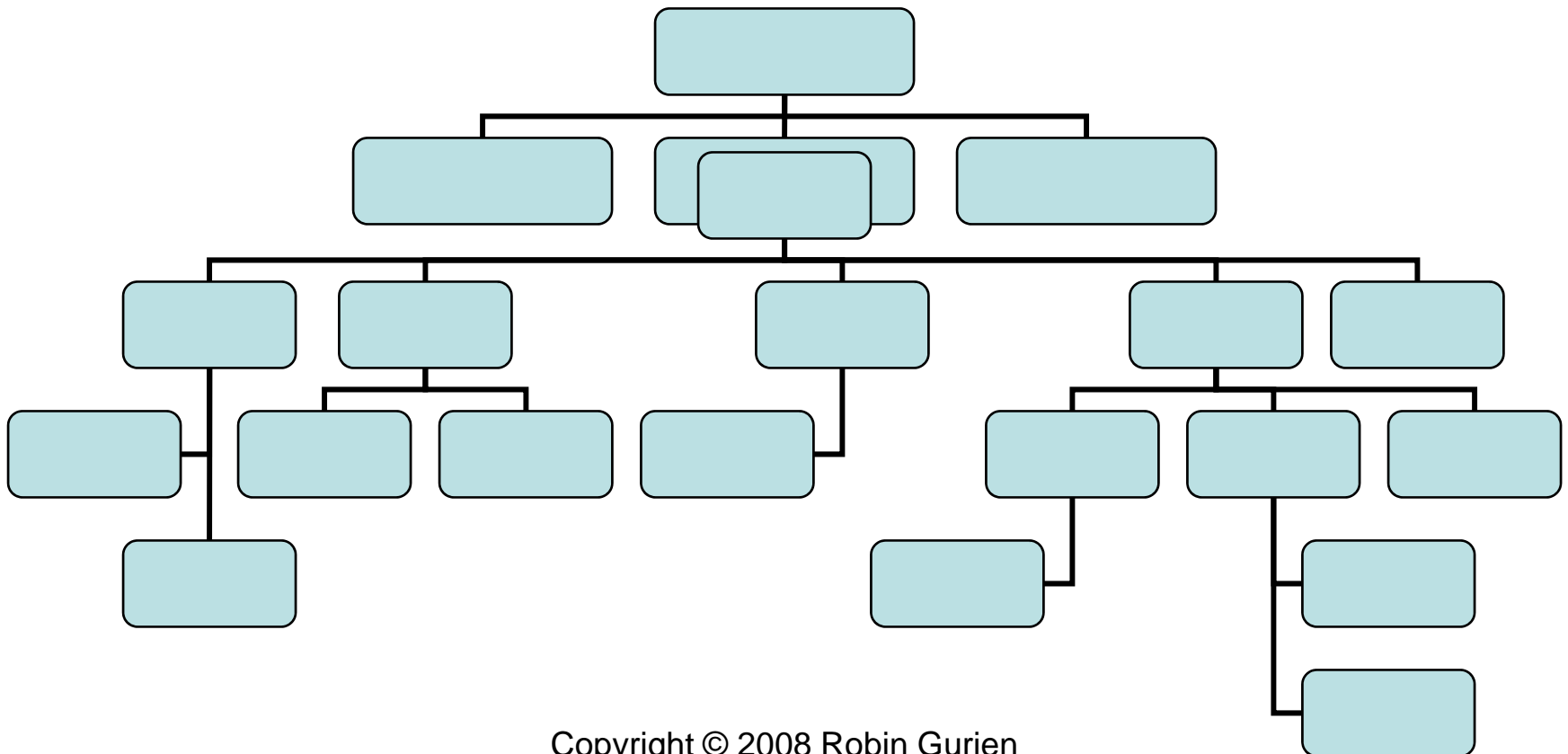
Organization Succession Planning



Shorter Transition Time

Better Job Knowledge

Organization Succession Planning





Organizational Strength?

Increased Learning?

Better prepared?

Succession Planning improves the employee's profile but not the employee's performance



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Contemporary Succession Planning Models

Private Sector

- *Select “high potentials”*
- *Jobs grow in natural progression*
- *Shareholders have proprietary control*



Public Education

- *Motivated by fairness and equality*
- *Fewer promotion opportunities*
- *Board direction influenced by government*



**Succession
Planning**



**Preservation of
Institutional Knowledge**

Preservation of Institutional Knowledge

Job

Organization

People

Share and Catalogue

- Book clubs
 - Special Interest Groups
 - Mentoring
 - Showcase Days
 - Newsletters
 - Conferences/Best Practices
- Wikis
 - Blogs
 - Notebooks
 - Online searchable engines