Succession Planning
The DOT Perspective
What is Succession Planning?

- The process of identifying and developing internal personnel with the potential to fill key leadership and skill positions within the organization
What’s Happening in Your Neck of the Woods?

- Most DOT’s are consolidating, rightsizing, reorganizing, outsourcing...
  - Are the skills that your people needed 5 years ago the same skills they need today and 5 years from now?
Technical vs Management Skills

- What skills do your people need today?
- What skills do your people need 3-5 years from now?
- Where are you getting the training and resources your people need to be successful?
- What kinds of experiences and tasks do you give your staff to prepare them for the next level?
- How are you & your senior leadership team personally involved?
- How do you get your employees to see their future and prepare for it?
Effective Succession Planning Model

- Where are you today? (Strategic objectives)
- Where do you want/need to be? (Gap analysis)
- Who is able to get you there? (Identify talent pools)
- Develop succession strategies
  - Recruitment
  - Retention
  - Development – assignments, coaching, mentoring, feedback
- Implement succession strategies
- Monitor & evaluate – adapt & improvise!