

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!

