



# SUCCESSION PLANNING

## BRIDGING THE GAP BY DEVELOPING YOUR NEXT LEVEL OF TALENT

WHAT WOULD HAPPEN IF YOUR ORGANIZATION FACED VACANCIES IN THE MOST CRITICAL POSITIONS AND YOUR SENIOR-LEVEL LEADERS, KEY PEOPLE AND HIGH PERFORMERS WERE LEAVING? Like many other private and public sector organizations, the challenge to plan for a constantly changing workforce, requires employers to embrace new strategies to develop and retain talent. Succession planning can help you bridge the gap to ensure that essential institutional knowledge and leadership continuity is preserved and next-level talent is in place and prepared to lead. This one-day workshop will explore the succession planning process and provide unique tools and techniques for developing talent within your organization.

### Learning Objectives:

- ✓ Understand the Value of Succession Planning vs. Replacement
- ✓ Define a Succession Planning Process and Effective Strategy for the Organization
- ✓ Identify Competencies for Key Positions and Critical Roles
- ✓ Assess and Evaluate Talent and High Potentials
- ✓ Create a Talent Pool and Development Strategy for High Potentials
- ✓ Determine Strategies for Establishing Individual Development Plans
- ✓ Explore Techniques for Developing and Retaining Talent

### What Topics are Covered?

- ✓ Building the case for succession planning
- ✓ Assessing succession readiness
- ✓ Navigating organization challenges
- ✓ Establishing stakeholder buy-in and support
- ✓ Identifying resources and analyzing risks
- ✓ Defining critical roles, responsibilities, and functions
- ✓ Gathering information and forecasting needs
- ✓ Implementing the plan of action
- ✓ Evaluating the process and outcomes



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