

# PISE Succession Planning

## Organizational Priority

- Organization's team is most important asset
- Succession importance and planning prioritized within strategic plan (HR) and organization policies
- Operationally reflected in business plan/budget

# PISE Succession Planning

## 5 Key Elements

- 1) Identify the key positions, skills and knowledge for which succession is essential for organization success
- 2) Ensure job descriptions for key positions are current and updated
- 3) Identify potential candidates within team (sometimes external) that would be strong successors
- 4) Invest in and build the competence of potential successors with professional development and appropriate experiences
- 5) Regularly assess the status of succession planning by organization leadership (Board, CEO, senior managers)

# PISE Succession Planning

## Key Note

The investment and time required for successful succession correlates to the complexities and responsibilities of the position.

Entry level roles require relatively little succession planning, while senior managers and CEO's may involve a multi year plan.