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Powering Podiums

Succession Planning

Thursday 23rd November 2023



Land Acknowledgement

- We gratefully and respectfully acknowledge that our workplaces at CSI Pacific exist on the traditional, ancestral, and unceded territories of the xwməθkwəy̓əm (Musqueam), Skwxwú7mesh (Squamish), Líl'wat7úl (Lil'wat), Esquimalt and Songhees Nations of the Coast Salish peoples.
- I am speaking to you today from Sidney BC which is located within the traditional territory of the W̱SÁNEĆ People



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Welcome to Powering Podiums

- Partnership between CSI Pacific and ViaSport
- Our focus today is on the topic of Succession Planning
- Hear from experts in the field
- Sharing of best practices from BC
- Short presentations- approx. 15 minutes
- Break out rooms for discussions approx. 10 minutes
- Report back on those discussion approx. 15 minutes



Today's Schedule

- Introduction
- Today's Why?
- Diane Scheidler- Head of People and Culture Beacon HR
- Brian McC Calder- BC Athletics ED
- Robert Bettauer- Pacific Institute for Sport Education
- Breakout rooms and sharing of discussions
- Closing comments and takeaways



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Succession Planning?

How did Tom
Wambsgans
become CEO of
Waystar/Royco
succeeding Logan
Roy?

What about Shiv
and Kendall?





Succession Planning

- Succession planning is a deliberate, proactive process that forecasts and organizations leadership needs
- Opportunity to look at the future of the organization
- Organizations with formal succession plans outperform those that don't.
- Who, how, when
- **Not** like Waystar/Royco



Why Should the HP Sport System Care?

- Why should High Performance Sport be concerned about succession planning
- Athletes retire, coaches move on. Change is the only constant in sport.
- Staff also move on which can cause challenges in both the governance and operational branches.
- If the succession process is not well managed then the organization suffers which in turn affects the athletes
- The goal of this webinar is to provide sports with some tips in succession planning and Beacon HR will provide a free 30 minute consolation for registered attendees.



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Diane Scheidler

- Diane is the Head of People and Culture at Beacon HR.
- She currently holds a Master of HR and Organizational Development degree from the London School of Economics and is a Certified Compensation Professional.
- In her spare time, she has a passion for architecture and interior design and you might even see Diane starring on HGTV one day!
- Currently working with the Canada Snowboard Federation as their 3rd party HR Business Partner





Brian McC Calder

- Brian McC Calder has dedicated his career to “promote, encourage and develop the widest participation and the highest proficiency in the sport of Athletics”.
- Guided the leadership team of BC Athletics from 1974 to 2023
- Sport BC Daryl Thompson Award in 2015
- BC Sports Hall of Fame “Eric Whitehead Inspired Service Award” in 2020
- Leading into retirement and to reduce the separation anxiety from Sport, Brian was elected as a Sport BC Director at Large and named to the Human Resources and Governance Committees.





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Robert Bettauer

- Robert Bettauer has developed a broad set of executive and strategic leadership skills in the development and management of sport at all levels in Canada.
- Robert is currently the CEO of the Pacific Institute for Sport Education (PISE)
- Robert is still coaching at the community and high performance level thereby complementing his current involvement at all levels of sport.
- He also continues to be an educator, presenter, facilitator and leader on many sport related activities and committees.

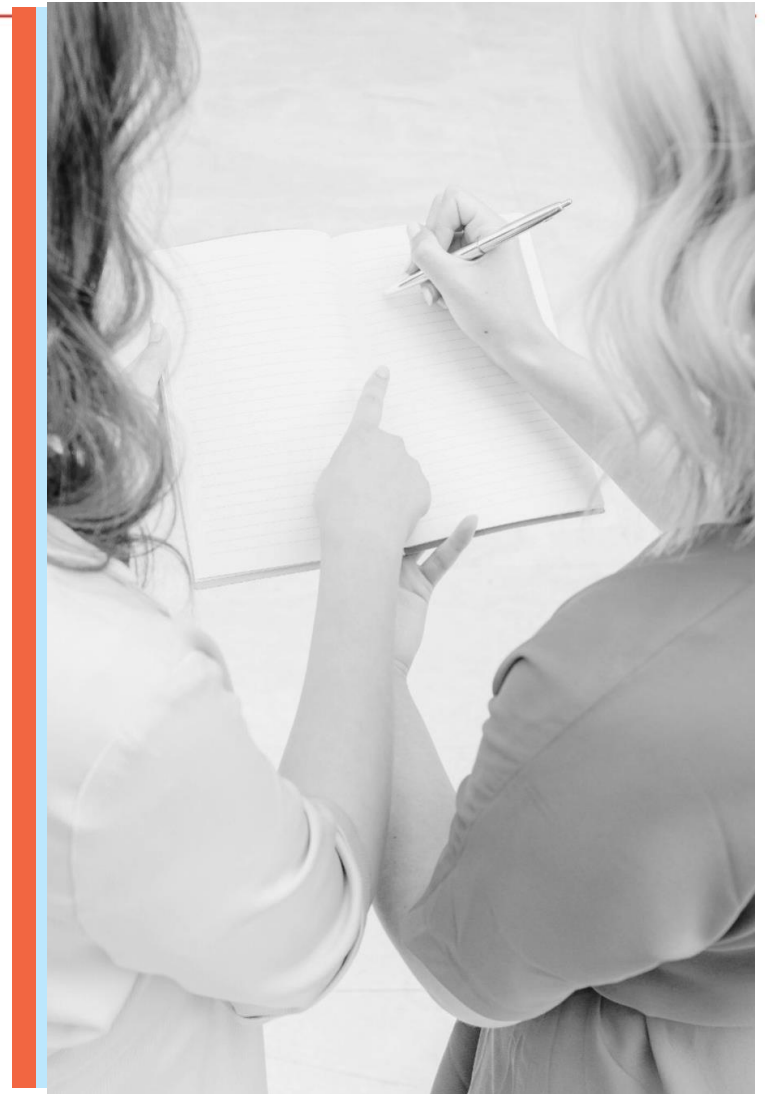




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Successful Succession Planning in Sport





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Agenda

1. Overview
2. Importance of Succession Planning
3. Six Steps to Successful Planning
4. Immediate Actions You Can Take
5. Summary
6. Questions



What is Succession Planning?

- The process of proactively identifying and developing talent either within an organization or through external contacts to replace someone who leaves



What is involved?

- Identification of potential successors and mentors
- Development of a network of other clubs or other organizations who can support you
- Selection of key talent who can step in when needed



Why Do you need to commit to a plan?

- Ensures your club is prepared when key people leave i.e. Head Coach
- Saves time & money in hiring a last-minute replacement
- Identifies early on any risks to your club
- Increases visibility as to where key talent can be found



Importance of Succession Planning

- Identifies key roles in the organization that require a succession plan
- Allows time to assess core skills needed
- Identifies future successors
- Facilitates strategic consideration of candidates within and outside of your club
- Enables the development of potential successors to fill any skill gaps through training & development
- Enhances your club's reputation as a leading sports organization



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Step 1: Identify Key Positions and Players

- Review not just key leadership positions i.e. Head Coach but look at key players who might be difficult to replace
- Consider roles that play an instrumental part in communication or team motivation
- Analyze what your club would lose if key people left the organization



Step 2: Determine Required and Preferred Skills

- Review core skills as well as skills that could take the successor to the next level
- Consider soft skills as well as technical skills i.e. communication, self-management, discipline etc.
- Rank order skills as vital or nice to have
- Fine tune your selection criteria
 - Look at culture fit
 - Values fit
 - Performance level
 - Innovation
 - Technological Aptitude



Step 3: Locate or Consider Possible Successors

- Compile a talent pool list with emerging players or coaches
- Consider internal high potential talent as well as experienced external talent
- Avoid focusing on 1-2 key players but keep your list exhaustive exploring all potential options
- Consider looking at international talent as well as creative contracting options



Step 4: Involve Key People Internally and Externally

- Ensure that the opinions and input of existing coaches and team management are considered
- Partner with other clubs to review shared options i.e. sharing a coach if somebody leaves unexpectedly , mentorship opportunities etc.



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Step 5: Commit to Developing Existing and Future Talent

- Foster strong relationships between your club and feeder clubs where future talent may be found
- Establish a mentorship program to develop future talent
- Consider a program of sharing coaches as needed i.e. an assistant coach at another club could step in to develop someone who has limited experience



Step 6: Become a "Club of Choice"

- Attract a higher quality of future talent
- Increase coach / player retention, loyalty and stability
- Enhance your club's brand as a leading sports organization



Summary

- Succession planning ensures a long-term commitment to meet talent needs
- A thoughtful plan will reduce panic hires and ensure club stability, player retention and loyalty
- Proactive planning will reduce costs in the long term and prepare you for future growth
- Having a succession plan for key roles is essential. If you need our help with any of your HR needs, please feel free to reach out to us!



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Questions?





Breakout room Questions

- Do you have a succession plan and if you do when did you last use it? What are some of the best practices that you have adopted?
- Are you currently involved in a hiring process? If so how is it going? What hurdles have you faced, what wins have you experienced?
- Are you prepared to deal with staffing changes? How would you be impacted if you lost key people today?



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Breakout feedback and questions and takeaways



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In closing....

- Many thanks to our three presenters for sharing their ideas
- You will receive a QR code by email to book your consultation with Beacon HR
- A recording of the webinar and the slides will be available on our website soon