Succession Planning
Shaping an Organisation’s Future

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Definition

Succession planning is the process of identifying and developing people with the potential to fill key leadership positions in an organisation - that is, capacity building; It is broader than the concept of replacement planning which is more about one to one planning; Building capacity should be front of mind in every workforce planning decision that an organisation makes.
Invest in coaching

Focus on recruitment
Develop a health and wellbeing program

Offer secondments
Value difference

Recruit right brainers
Nurture friendships

Encourage intrapreneurs
Invest in professional development

Forget notional retirement age
Biz Stone, Twitter on leadership

• Think constantly of what the company needs right now – consider the customers and staff;
• Build the idea of doing good as part of your core values – people like their work to have meaning;
• Look for people who excel in their field and have a robust life outside;
• Share information – you have to first give trust;
• Spend time with them - Biz Stone and Evan Williams spend an hour with every new hire to tell them about Twitter;
• Focus on value before you focus on profit – that’s the Twitter philosophy.