



# Succession Planning

## Technology Transformation Team (T<sup>3</sup>)





# Succession Planning

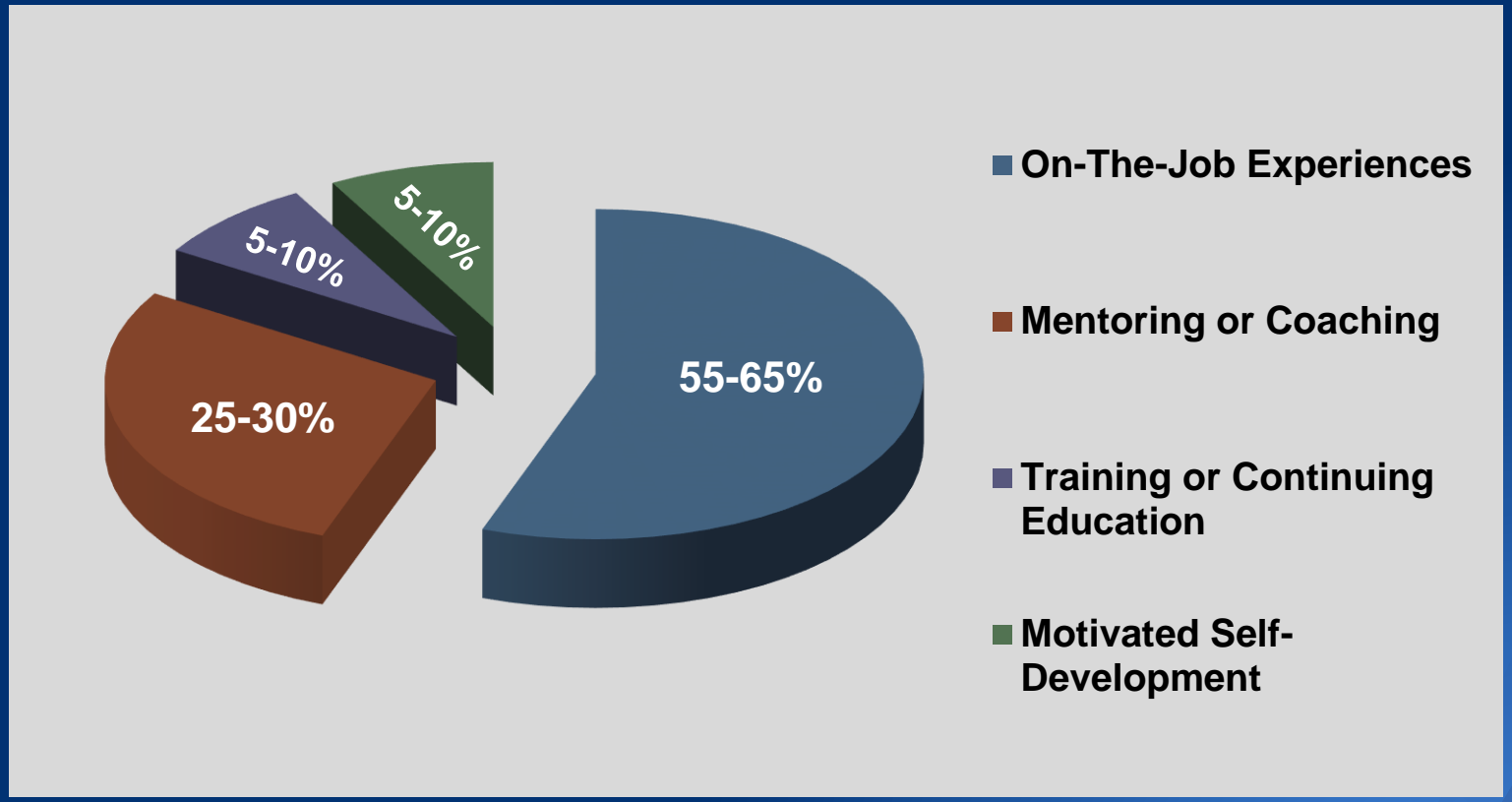
## Technology Transformation Team (T<sup>3</sup>)

### Core Principles Underlying Succession Planning

- 1. Leaders really do matter ...** in managing/driving accountability, results, culture.
- 2. Performance is what counts ...** top performers over high potentials (the “what” & “how” both count).
- 3. Today’s top performing leaders aren’t necessarily tomorrow’s ...** even our best leaders can fall behind or derail.
- 4. Talent is an district resource ...** willingness to share talent makes the system work.
- 5. A broad set of experience & assignments is the best classroom ...** yet a balanced approach is still necessary for development.
- 6. It’s incumbent upon our leaders to leave a legacy of future talent ...** current leaders must teach, mentor, & role model others on what it takes to succeed.
- 7. Invest in the best ...** focus the rest.



# Succession Planning Technology Transformation Team (T<sup>3</sup>)





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## Technology Transformation Team (T<sup>3</sup>)

“There are two kinds of people in organizations: Those with 20 years experience and those with one year experience repeated 20 times.”

—*Gene Dalton, BYU*

“We put good people in big jobs before they are ready.”

—*Pepsi Co.*



# Succession Planning

Leadership Development = V+C+L

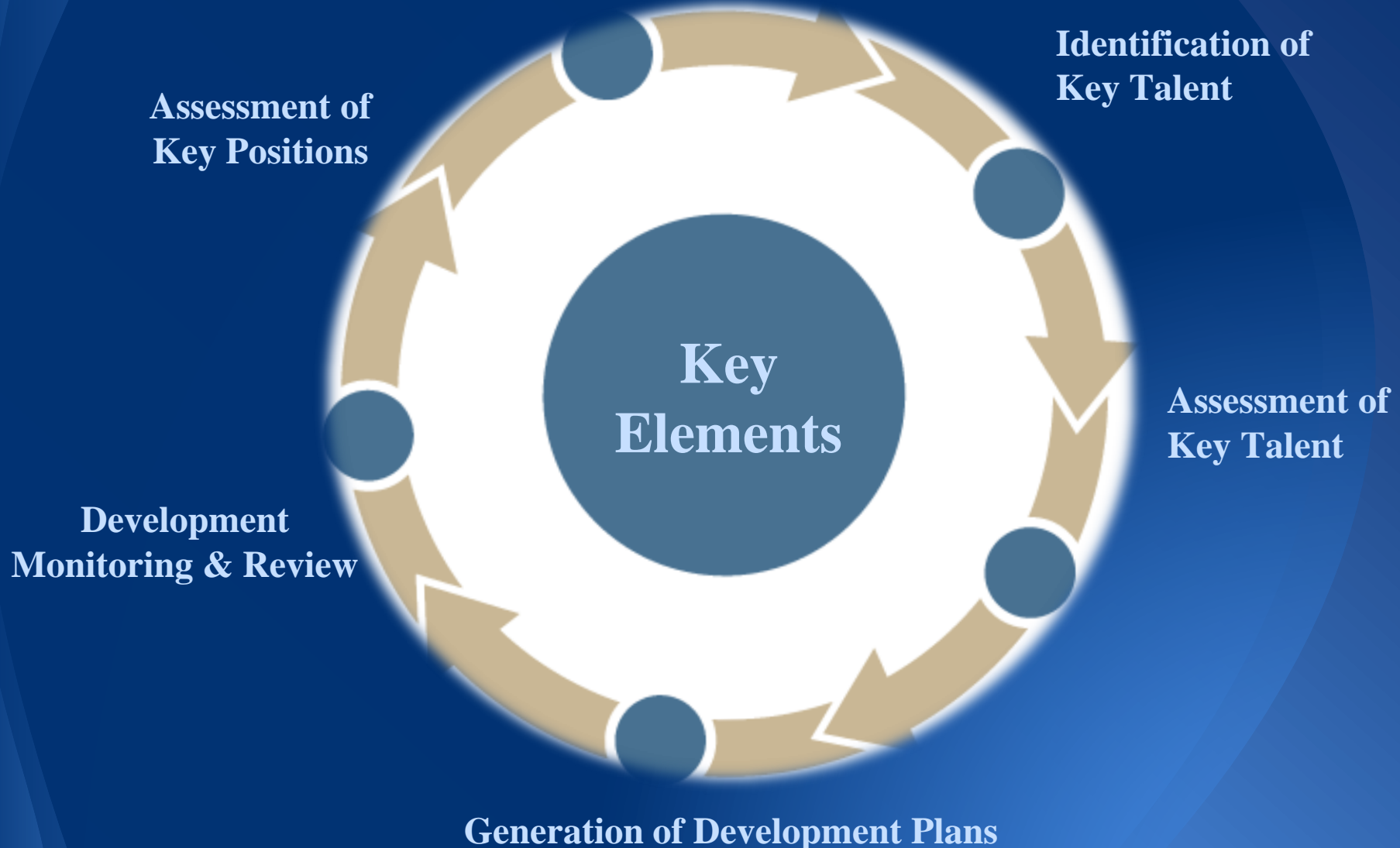
Leadership Development =  
V+C+L

Variety of Experiences +  
Challenging Assignments +  
**Ability & Willingness to Learn**

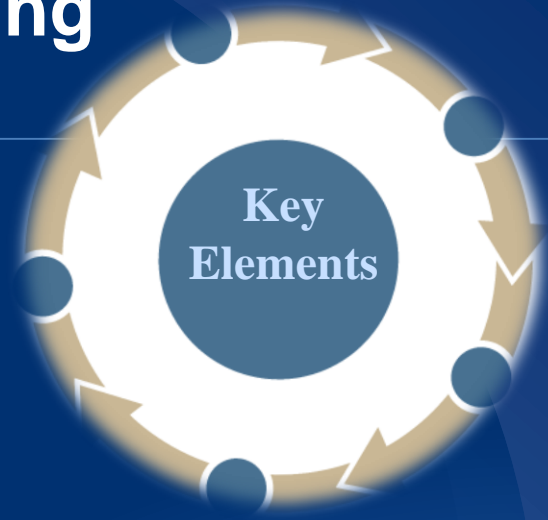


# Succession Planning

## KEY ELEMENTS



# Succession Planning Responsibilities



1. Assessment of Key Positions
2. Identification of Key Talent
3. Assessment of Key Talent
4. Generation of Development Plans
5. Development, Monitoring, and Review

*Who's responsibility is it?*

- Immediate Supervisor (Success Manager)
- Immediate Supervisor's Supervisor
- Successor

**Success Manager(s)** – Provide a Variety of Experiences + Challenging Assignments  
**Successor** - Ability and Willingness to Learn