



Leadership Topic Succession Planning

• We talked about succession planning in August 2016

Succession Planning Responsibilities

Responsibility

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

Key Elements

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

Leadership and Vision
 Posted by Frankie Jackson, Chief Technology Officer

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Leadership Topic Succession Planning

Divide into three groups

1. Group 1 – Success Managers

*Those **retiring or leaving** CFISD Technology Services Department within 3 – 5 years*

2. Group 2 – Successors

*Those committed to **developing their career** here at CFISD Technology Services department*

3. Group 3 - Unsure



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Divide into three groups

1. Group 1 – Success Managers
Identify Your Successors
2. Group 2 – Successors
Identify Your Success Managers
3. Group 3 - Unsure



Leadership Topic Succession Planning

Match up Success Managers with Successors

Discuss Your Development Plans