



5 Tips For An Effective Succession Planning Strategy

Presented by 

Focus On Human Development



In a succession-ready culture, leaders can observe, shape and reinforce the right behaviours for all employees to achieve and sustain success.

In today's workplace culture, managers should be neither command-and-control timekeepers or goal setters, but rather coaches and mentors.



Embrace Your Role as a Coach



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Run
Succession Plan Trials ★
★ On A Regular Basis

A succession trial helps employees to learn and gain new insights about the company, it also helps strengthen employees' commitment to the company.

* Sharpen Interpersonal Skills in Identifying Talents *

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Once you have spotted top performers, offer them mentoring relationships, job shadowing and training, and in concert with things mentioned above, be their developer-coach.

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Provide Employees with Understandings ★ of their ★ Colleagues' Work

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Both groups have to learn about the end product and the customer interface to measure how their specific behaviours can affect the final result.