



Strategic Organizational Succession Planning

“Insights for Implementation”

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Let's begin with a Case Study

Transition Turbulence

Case Study



Ms. Harrington's Leadership Transition



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Case Analysis



- Discuss the importance of organizational culture as it relates to transition turbulence.
- Prepare a leadership framework that identifies the seven most important best practices that are universal within the context of any organization.
- Reflect on whether you agree or disagree with Ms. Harrington's perspective that if she had to struggle, so should the next person. Alternatively, do you side with her mentor's viewpoint? Provide a rationale for your answer.



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Why is Succession Planning an Essential Organizational Practice?

- 🔑 Minimize Transition Turbulence
- 🔑 Pass on a Leadership Framework
- 🔑 Streamline Organizational Specific Best Practices



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Workforce and Talent Gap Analysis

Primary Purpose:

- To identify key roles, critical skills, and potential workforce gaps due to retirements (planned and unplanned), transfers, or resignations (planned and unplanned).



How would you develop a system to take inventory of your workforce talent?

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Leadership Development Programs

Primary Purpose:

- To build a pipeline of capable leaders for future roles.



Based on your professional experience, what do you consider to be the three most important components to a highly effective leadership development program?



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Knowledge Transfer and Documentation

Primary Purpose:

- To ensure institutional knowledge is preserved when employees transition out of key roles.



If you had to choose one critical piece of knowledge that you consider essential in your line of work, what would it be?



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Building a Talent Pool

Primary Purpose:

- To identify high-potential individuals across various levels of government services to prepare them for leadership.



What successful approaches and methods has your agency implemented in building a “viable talent pool?”



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Focus on Diversity, Equity, and Inclusion (DEI)

Primary Purpose:

- To build leadership pipelines that reflect the diversity of communities served.

Some argue that DEI initiatives are superficial and lack relevance.



Where do you stand on this controversial topic, and how would you ensure that such efforts remain professionally relevant and valuable?



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Technology-Driven Succession Planning

Primary Purpose:

- To streamline and modernize the succession planning process.



How can technology aid in implementing sustainable succession planning programs?



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Flexible Staffing Models

Primary Purpose:

- To address immediate and long-term staffing challenges through adaptive approaches.



What types of flexible staffing models has your agency implemented to address the current staffing shortage and outage syndrome?



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Employee Engagement and Retention Programs

Primary Purpose:

- To reduce turnover and ensure long-term organizational stability.



How is your agency addressing employee engagement and retention?



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Policy and Governance Alignment

Primary Purpose:

- To integrate succession planning into overall government HR policies and governance frameworks.



Who do we need to influence in our industry to generate buy-in to integrate succession planning into HR policies and governance?



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Monitoring and Evaluation (M&E) of Succession Plans

Primary Purpose:

- To ensure succession plans are effective and aligned with future needs.



Who should be responsible for implementing M&E policies and procedures in your agency.



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Key Considerations for Government Sector

- Transparency and Fairness
- Alignment with Public Sector Goals
- Regulatory Compliance





Thanks for being a part of this continued and crucial conversation!

What are your next steps?

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Insights for Implementation

