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By Richard Hohmann

Do you have qualified people ready to fill key positions now and will you have a sufficient number of qualified candidates to fill key positions in the future?

The answer to the above question may be obvious to those who care to answer. Maybe the more appropriate question should be, “How long do you think it will take you to be prepared for the human capital needs of the company as the business grows?”

Our approach to Succession Planning appears to resemble the way we handle a “Nor-Easter”. We know it is going to be a problem but we are confident that it will eventually go away, even so slowly and the “blue skies” will eventually return.

Why do we need to determine now who will fill a job when it opens, when the job is not currently “open”. We tend to want to focus our energies on more productive tasks and responsibilities of today, hoping that the “Nor-Easter” moves offshore and the “rain and wind” will stop and the “blue skies” return.

Unfortunately, with the quickly approaching retirement of the “baby-boomer” generation, the limited pool of potential candidates to replace them, and stiff people needs of our competitors, the “blue skies” may not return.

The need for Succession Planning is real now.

Take People Development off the Back Burner



Succession Planning takes effort and time. Our Process incorporates five phases; 1) Establishment of Scope of the Plan, 2) Create an Overview of the Plan for Presentation to the Staff, 3) Create the needed metric and monitor the results, 4) Implement the plan and revise as necessary, and 5) Create the Career Development Strategy to make “People Development” the primary focus for the next ten years. (See Below for Our Manager Development Course)

Our responsibility is to provide the tools and resources to help you define a Succession Plan that is designed to compliment your Organization’s Effectiveness and People Development Plan. We are focused on making an event transform itself into a process that can satisfy your needs not only today, but in the future.

Call us now to find out how to create a successful People Development Process (609) 390-2830.

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