

Succession Planning and Growing Your Own Leadership Workshop
September 30, 2015
Austin, Texas
8:30am – 11:30am

Description:

High performing employees stay where they feel they are wanted and where there is room to grow. Have you planned for what the next generation of development leadership looks like for your campus? Bruce Flessner and Chelsey Megli of Bentz Whaley Flessner join us again for a three hour intensive workshop on succession planning and career mapping.

Learn about new tools and build your own strategies for anticipating and reacting to vacancies, managing internal promotions, and evaluating the strengths of the overall team. Please come with your updated org charts in hand and be prepared to discuss either (a) a key team member who is leaving or nearing retirement OR (b) a rising star on your team without clear next steps.

Topics to include:

- Building opportunities for early career growth
- Making room for mid-career strategy
- Empowering tomorrow's senior leaders
- Rethinking position tiers and job responsibilities
- Setting up newly promoted team members for success
- Responding to and planning for unexpected vacancies

Learning Objectives:

Knowledge - Principles of career ladders in advancement, what good succession planning looks like

Skills: Anticipating vacancies, finding flexibility in positions, talking to employees about careers

Tools: Next steps for a high performer/vacancy on campus, talent review templates