



## Preparing Your Organization for Future Leadership Changes

Managing organizational succession is one of the key practices that define the long-term perspective of its development. This one involves anticipating the changes in leadership so as to prevent disruptions and coming up with mechanisms of handling them proficiently.

Below is the research that can help one in understanding the concepts of succession planning that foster leadership and the growth of the organization.

### 1. Identify Key Positions

You should start by defining which positions in the organizational structure are most important for the overall performance. Such positions usually comprise of executives and other key managerial posts that affect strategic directions and functions. Identifying which roles are necessary will enable you to concentrate your succession management measures to those critical positions that are necessary for organizational stability.

### 2. Assess Current Talent

Represent a set of guidelines for assessing employee skills, strength, and talent for the organization. This involves a checking of their work abilities and capacity to measure up to higher responsibilities. Target individuals who are eager to lead, know the company well, and have the potential to advance within the company. It is necessary in this evaluation and performance review tools such as performance appraisals, 360-degree feedback and competency measurement can be used.

### 3. Establish and set efficiency level for training programmes

If you have obvious candidates, ensure that you grow them up for the big role in future. Develop relevant training and talent management programs so they can be trained to meet the future challenges.

This may include training, coaching and accommodating staff for development of leadership roles as well as facilitating staff swapping. It can promote constant training and development and effective preparation for a shift in position to a leadership role.

#### 4. Develop a successional plan template

It is also important to formally record your succession plan since there is nothing as embarrassing as a leader giving a different Successor today than he/she did yesterday. This should highlight the major positions, the processes of identifying the potential successors, and the training frameworks for candidates in the organization. The timeline should be incorporated to explain how the plan is to be put into action and what to do if changes occur. Having a clear plan on paperwork is useful for ensuring that changes of leadership do not cause disruptions.

#### 5. Communicate the Plan

In a succession plan, one ought to be very open when developing and implementing the whole process. Convey the plan to the current leaders, potential successors & HR professionals who will help in implementation of this plan. This way, it is evident that all have a clue of the plan and the responsibilities of executing the plan aren't confused with other tasks. Communication makes the organization to have a culture of openness, and the organization is ready for change later on.

#### 6. Monitor and Review

It should however be noted that succession planning is not a onetime affair but a continuous process that is periodically reviewed and revised. Track the performance of possible successors and your many development initiatives. One must make modifications to it in order to cater for any deficiencies or changes in the needs of organizations. It should also be necessary to review the succession plan periodically and make changes to it according to new business objectives and leadership needs.

## Conclusion

Succession planning helps the organization to have a continuity of leadership while at the same time encouraging leadership among the employees. Key positions, talent review, key development initiatives, and documentation, as well as communication of the plan will help the organization maintain continuity of business and be ready for any change in the leadership positions. Basing on these two points, it is clear that monitoring and adjusting succession plan frequently will ensure that the business maintains an effective plan to ensure continuity hence continued success and growth.



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