



Succession planning

Growth Network Meeting
6th – 8th November 2009



World Association of Girl Guides & Girl Scouts
Association mondiale des Guides et des Eclaireuses
Asociación Mundial de las Guías Scouts

Objectives



1. Define what succession planning is in the context of adult resources management
2. Exchange best and worst practices
3. Inputs on how succession planning can be integrated in adult resources strategies
4. Understand how mentoring can be used as tool for succession planning



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You

5 min



Have you been part of succession planning during your guiding and scouting life?

Have you been part of it at professional/educational level?



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Your association

10 min



Does your association practice succession planning?

Does it have a succession planning strategy?



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Personal and organisational development

10 min



How can your association improve its succession planning strategy?

How can your association set a succession planning strategy?



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What



Succession planning is identifying and preparing the right people for the right position.

It is ensuring your organisation sustainability and success

It is to value the human factor in organisational development and growth



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Why does it matter?



It impacts your ability to:

1. Retain good people
2. Have motivated and satisfied leaders/volunteers
3. Have leaders/volunteers focused on the right things
4. Attract talent

ALL THIS IMPACTS YOUR CAPACITY TO DELIVER YOUR MISSION



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How can it start?



- Assess the association: what does the association need? What are its objectives in the long term? What kind of people does the association need to achieve its objectives in the long term?
- Assess members/leaders/volunteers
- Develop members/leaders/volunteers
- Recruit new members/volunteers in case you miss people inside the organisation



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Assess the organisation



- Assess the association at large
- Set an organisational long term strategy
- Include succession planning in the strategy
- Establish the methods and activities to deliver succession planning

... ad hoc succession planning does not work!

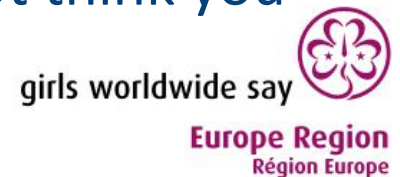


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Assess/Develop individuals



- Understand the profile, skills, competences, attitudes and potential of the members/leaders/volunteers
- Define the roles you need and the related competences, skills, attitudes, commitments related to each of them
- Understand if you have potential to develop in the association
- Set a development plan for the resources you have identified
- Recruit the resources you do not have and do not think you can develop



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How



- Training
- Networking
- Coaching
- Job shadowing/role shadowing
- Mentoring



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Benefits



For the organisation

- Identifies future leaders
- Ensures we have the right people in place

For the individual

- Identify skill gap and manage development
- Motivates people by stretching their abilities
- Assists the members understanding where they best fit into the organisation

For the board

- Ensure the « right person » is in the right role
- Identifies potential risks inside the association
- More effectively manage changes in the association



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