



Succession Planning

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Municipal Technical Advisory Service
INSTITUTE *for* PUBLIC SERVICE

A large orange circle on the left side of the slide, partially cut off by the edge.

Reasons for Success Planning

Operational Continuity

Talent Retention and Development

Leaderships Stability

Key Position Gap Management

Institutional Knowledge Preservation

Improved Decision-making


Reputational Benefit

The background of the slide is a grayscale image of several interlocking gears of various sizes, creating a complex mechanical pattern. The gears are rendered in shades of gray, with some appearing more prominent than others due to lighting and focus.

Operational Continuity

Success May Depend on Succession

Talent Retention and Development



- Research: Strong + relationship
- Keeps good talent engaged

A photograph of two Green Bay Packers players in their green and yellow uniforms. The player on the left is wearing a yellow helmet with a green 'G' logo and a captain's 'C' patch on his jersey. The player on the right is also wearing a yellow helmet with a green 'G' logo. The background is dark. The text 'Leadership Stability' is overlaid in white on the left side of the image.

Leadership Stability

Bench Strength



Key Position Gap Management

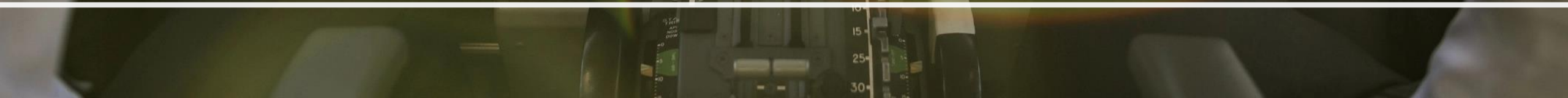




Institutional Knowledge Preservation



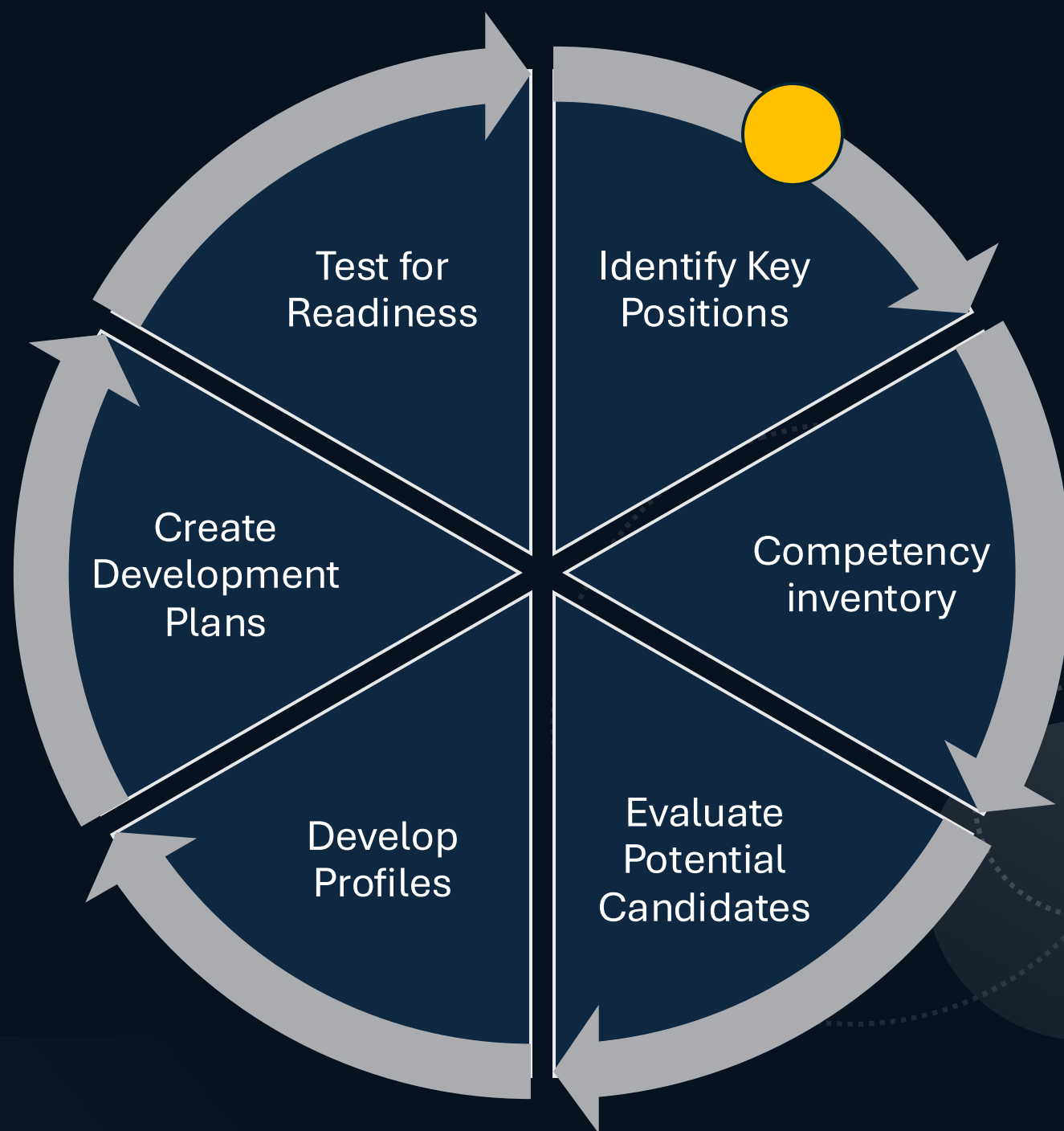
Improved Decision-making



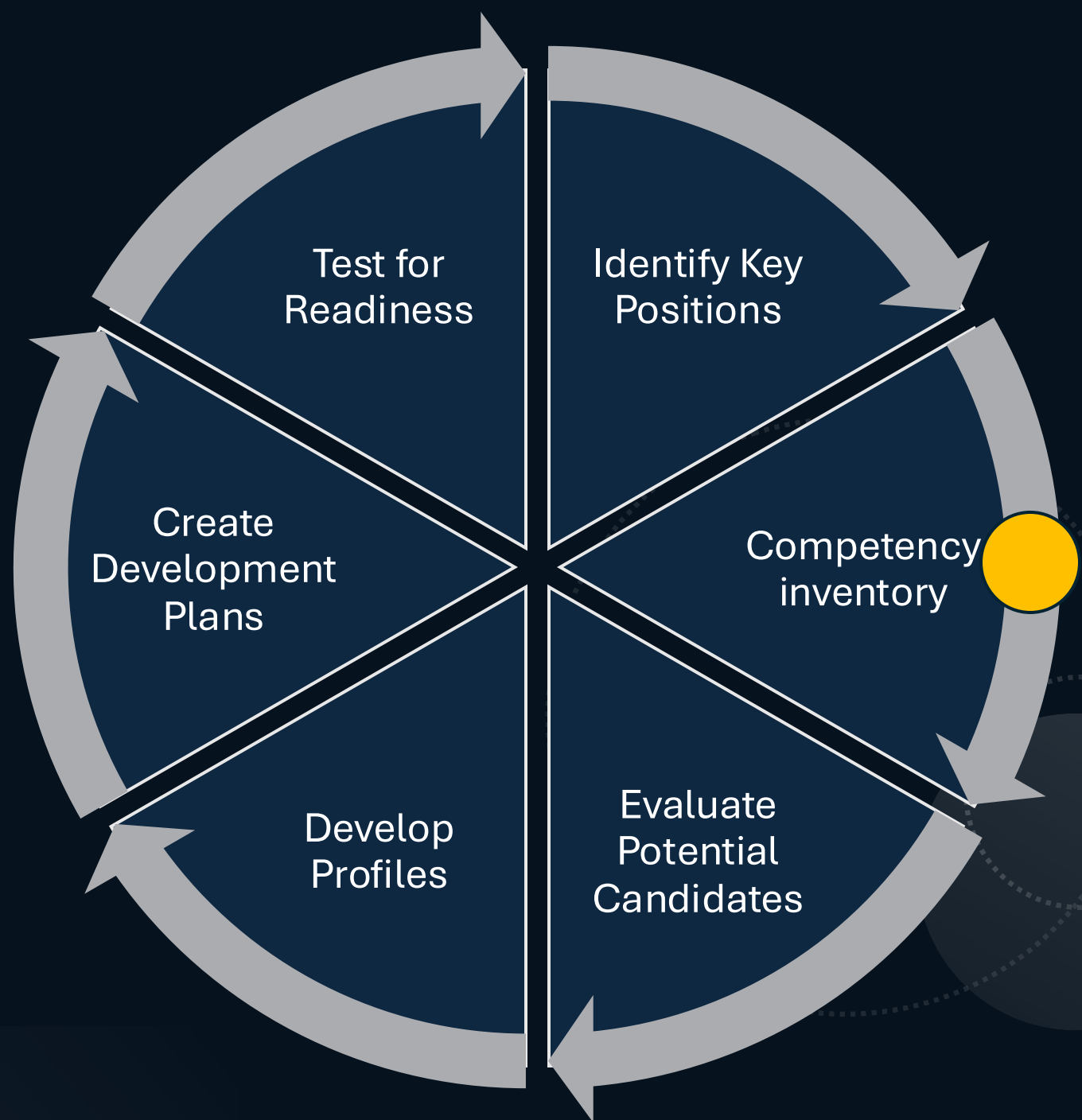
Reputational Benefit



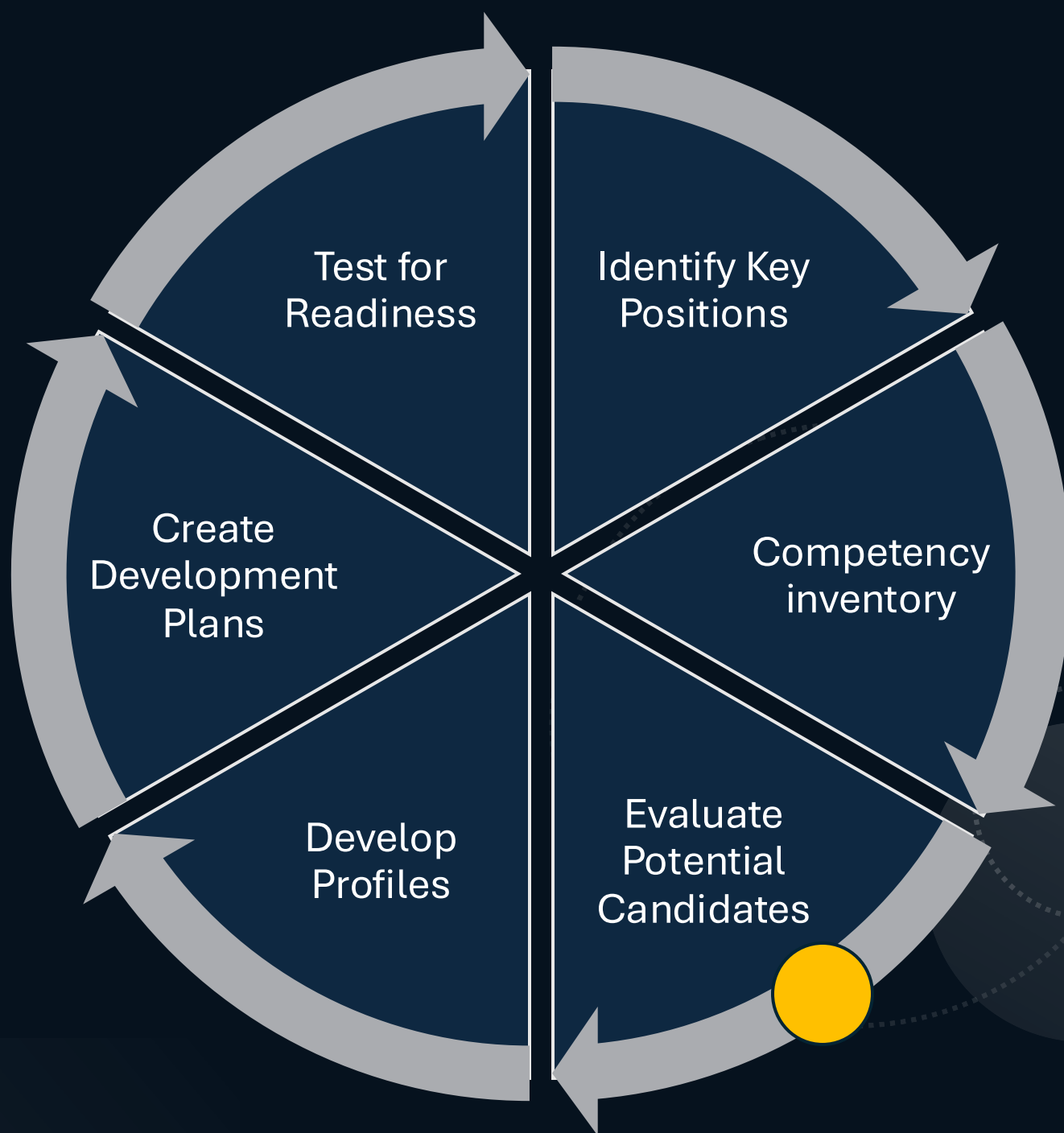
Steps to Succession Planning



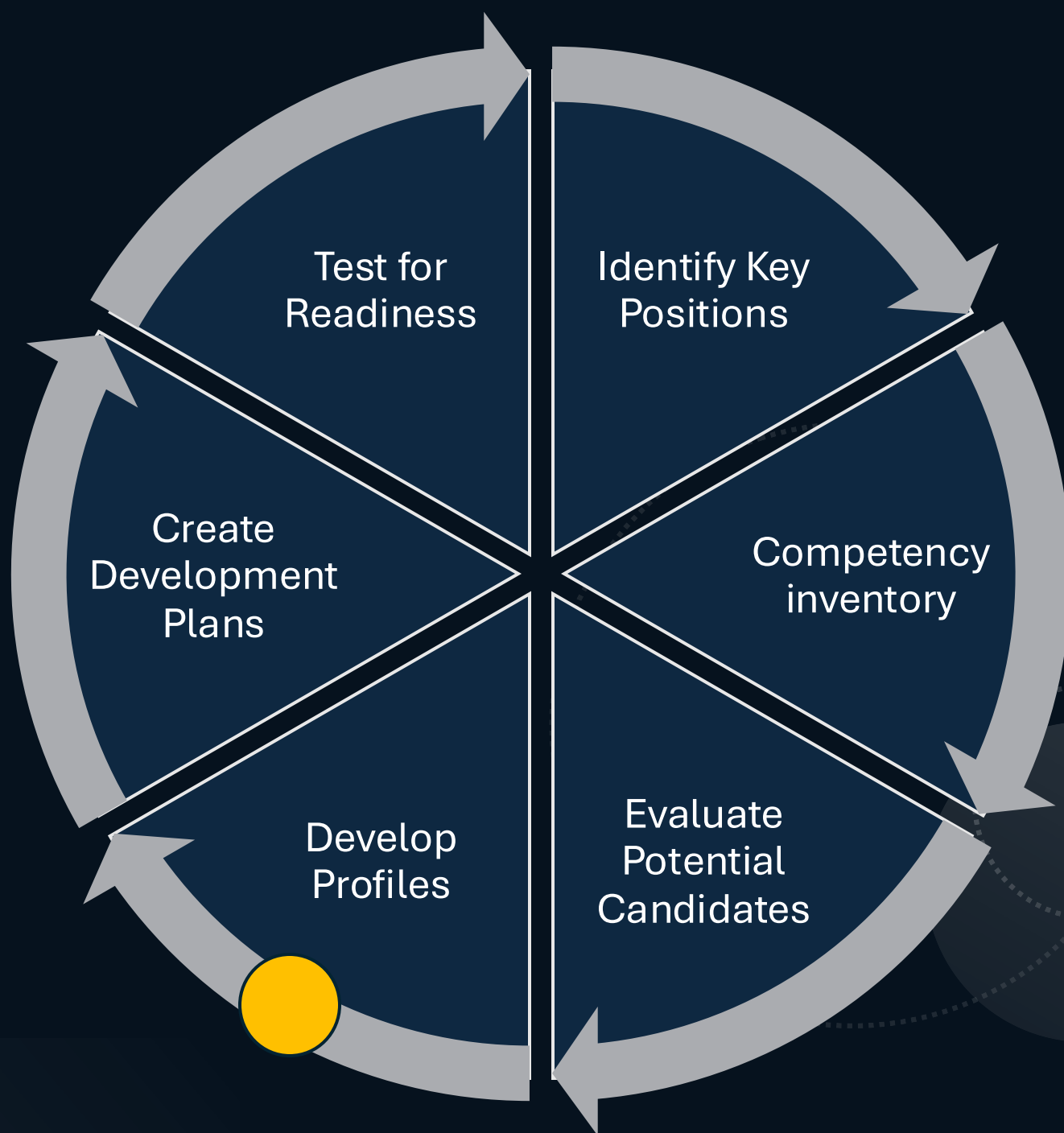
Steps to Succession Planning



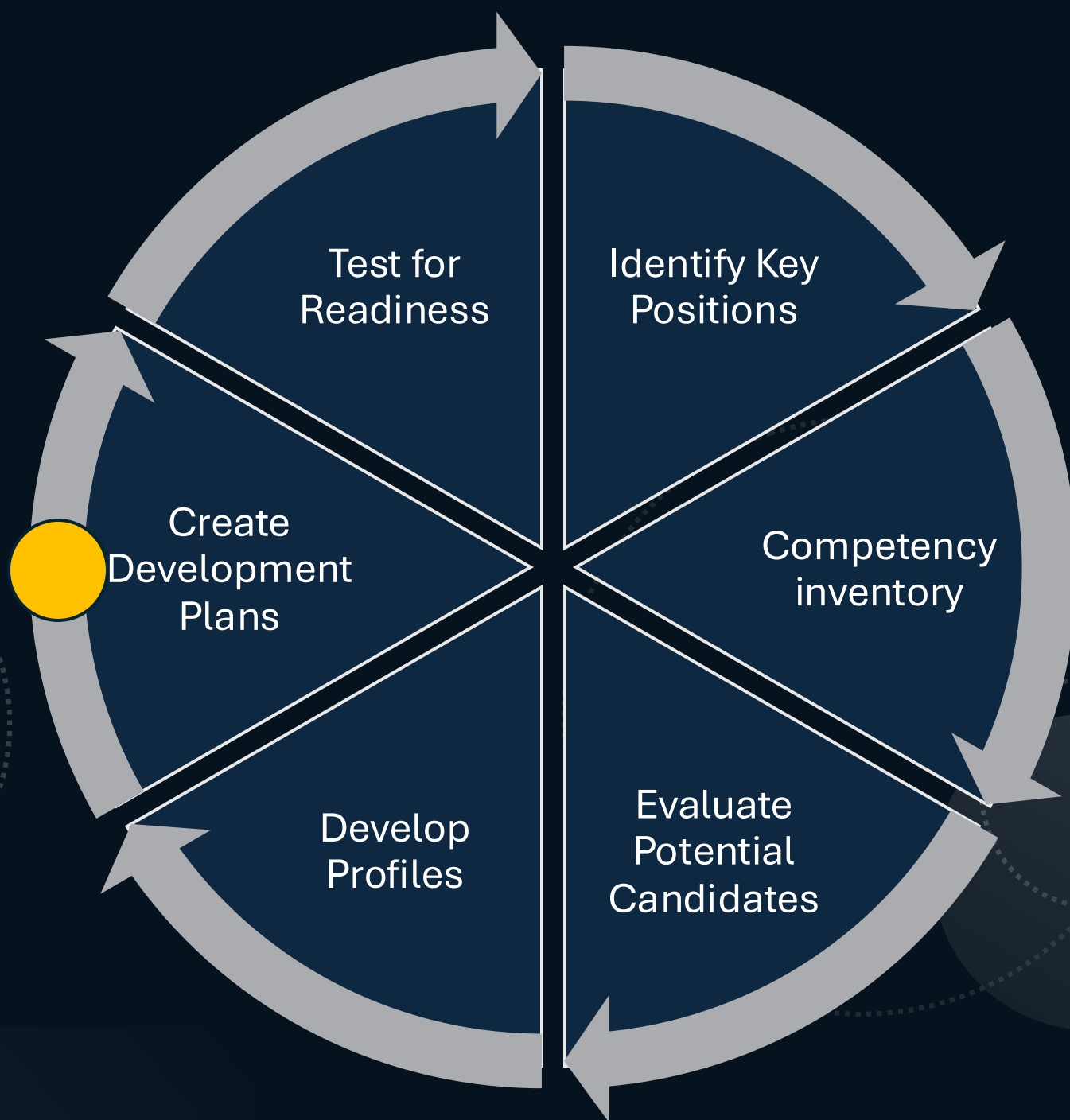
Steps to Succession Planning



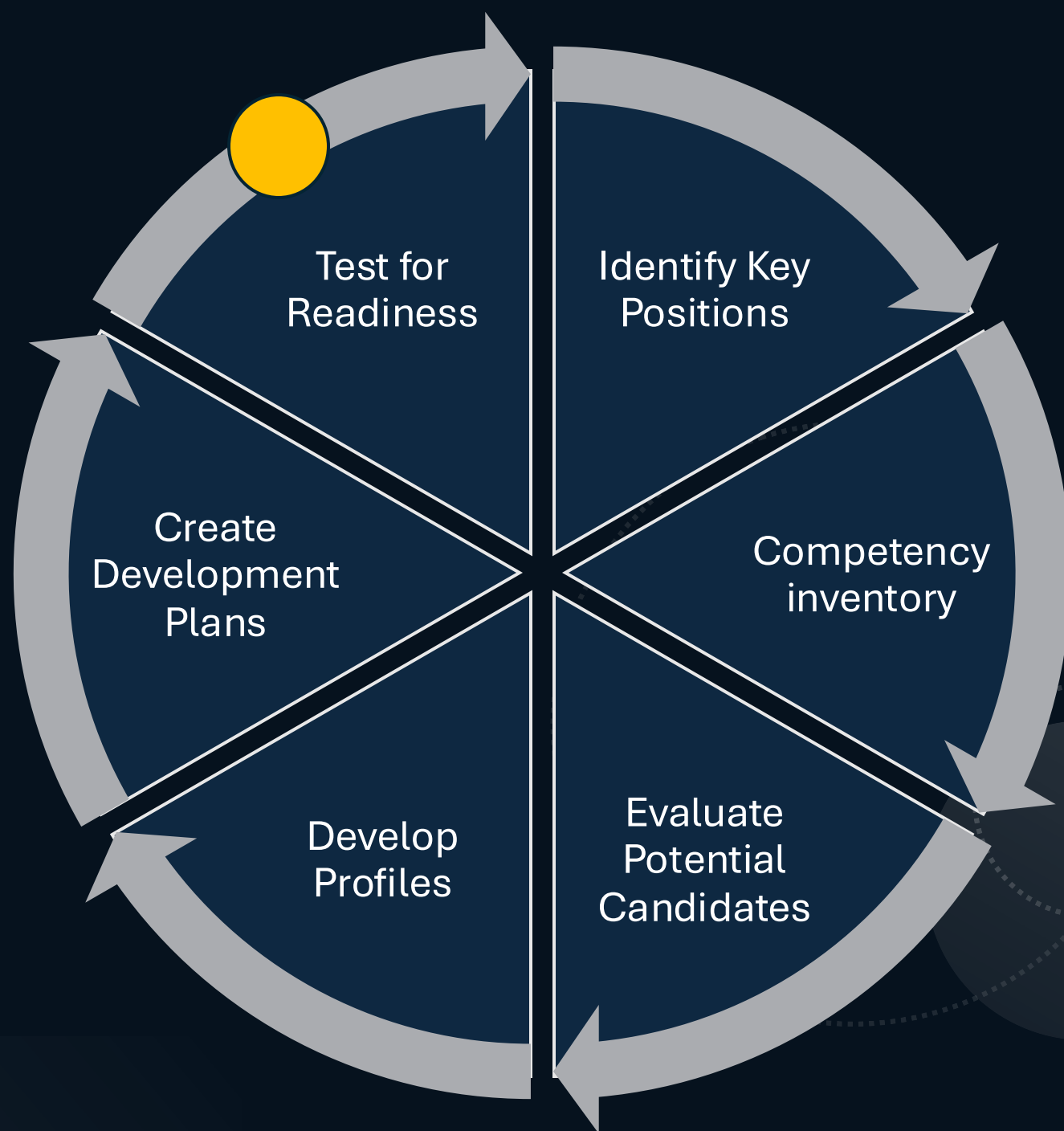
Steps to Succession Planning



Steps to Succession Planning



Steps to Succession Planning



3 Types of Succession Plans

Position Based



Pool Based

Individual Based

3 Types of Succession Plans

Position Based

Pool Based

Individual Based



3 Types of Succession Plans

Position Based

Pool Based

Individual Based



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