Strategies to implement succession planning in a nonprofit

Succession planning is a process for identifying and developing new leaders who can replace old leaders when they leave, retire or die. Succession planning increases the availability of experienced and capable employees that are prepared to assume these roles as they become available. Taken narrowly, "replacement planning" for key roles is the heart of succession planning.

5. Implement succession strategies. Once the planning is being done, it's time to implement what you have planned. Start from the end. And take action now. You need to do succession planning in such a way that even if things go wrong, instead of being stuck; you can move ahead and take action immediately. To be able to align your succession planning with the HR strategy, you need to have a contingency plan and a feedback loop. The contingency plan will help you fall on a plan if things don't go as planned. And the feedback loop should be continuous so that even if actions taken in the beginning don't yield expected results, you can course-correct and adjust your direction. Develop and Implement Succession Strategies: Strategies for learning, training, development, knowledge transfer, experience sharing is developed and implemented for potential successors. An ideal Succession Planning is one that involves the participation of the top management, a thorough review of the plan developed, evaluation of the performance and capability of the candidates and each candidate is provided with the written development plan. It is a rational decision of the management to promote the regular development of the workforce, to make sure that the top managerial positions have some sort of stability, thus ensuring an organization to attain its ultimate objectives.

Succession planning is the mitigating process of preparing for the loss of critical personnel in an organization. Thus, not waiting until an employee has departed before planning a successor will ensure that the role of the position remains intact—FROM THE 1ST DAY of the transition.

2. Is succession planning really necessary? Board Authorization of Strategic Plan [in the case of a corporation!!] Organizational Description, Mission, Vision and Values. Reference each of the strategies to reach the goals and consider what kind of capabilities are needed to implement the strategies. This might seem like a lot of guesswork, particularly if you don't have experience in supervision. However, don't worry so much about being exactly correct -- you will likely refine your staffing plan later on as you design and plan your products in the development process.