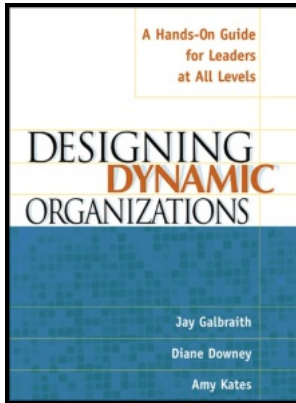


# Effective succession planning - ensuring leadership continuity and building talent from within

## American Management Association - Effective Succession Planning



Description: -

-  
Practice management, Medical.  
Medical offices -- Management.  
Byrd, William, 1542 or 3-1623 -- Criticism and interpretation.  
Europe -- Civilization -- 17th century  
Communists -- India -- Biography.  
Organizational effectiveness  
Executive ability  
Executive succession -- United States  
Leadership  
Effective succession planning - ensuring leadership continuity and building talent from within  
-Effective succession planning - ensuring leadership continuity and building talent from within  
Notes: Includes bibliographical references and index.  
This edition was published in 2010



Filesize: 31.610 MB

Tags: #Effective #Succession #Planning

### Effective Succession Planning: Ensuring Leadership Continuity and Building Talent from Within / Edition 5 by William Rothwell

It features new sections on identifying and assessing competencies and future needs; management vs. Requirements for a New Approach Key Steps in a New Approach A Second Dimension: Technical Succession Planning A Third Dimension: Social Relationship Succession Planning Transition Management and Mergers, Acquisitions, and Takeovers Summary Chapter 4 Competency Identification, Values Clarification, and Ethics: Keys to Succession Planning and Management What Are Competencies? Vignette 1 An airplane crashes in the desert, killing all on board.

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The layoff cost Linda fully one-fourth of her most recently hired workers and many middle managers, professionals, and technical employees. How Are Competencies Used in Succession Planning and Management? Summary Chapter 15 Evaluating Succession Planning and Management Programs What Is Evaluation? Six Ministudies: Can You Solve These Succession Problems? She is convinced that she is a victim of racial and sexual discrimination.

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Many employees are worried this is really not a rumor but a fact. Conducting Competency Identification Studies Using Competency Models Newest Developments in Competency Identification, Modeling, and Assessment What's the Focus: Management or Technical Competencies? Just three years ago corporate headquarters announced a company-wide process improvement program.

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Other consequences were increasingly aggressive union actions in the plant; isolated incidents of violence against management personnel by disgruntled workers; growing evidence of theft, pilferage, and employee sabotage; and skyrocketing absenteeism and turnover rates.

### **Effective Succession Planning Ensuring Leadership Continuity and Building Talent from Within**

Packed with enlightening case studies and practical guidance, Effective Succession Planning remains an indispensable resource for any organization concerned with retaining the accumulated wisdom of its most valued employees. As baby boomers continue to retire en masse from executive suites, managerial offices, and specialized or technical jobs, the question is—who will take their places? Many organizations have already felt the effects of an aging workforce as increasing numbers of experienced employees retire, taking with them not only the capacity to do the work but also the accumulated wisdom they have acquired over the years.

### **Effective Succession Planning: Ensuring Leadership Continuity and Building Talent from Within, Fourth Edition [Book]**

Vignette 5 Morton Wile is about to retire as CEO of Multiplex Systems.

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