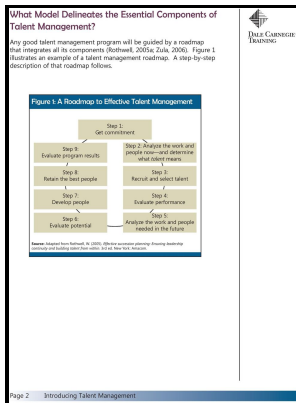


Effective succession planning - ensuring leadership continuity and building talent from within

American Management Association - Effective Succession Planning Ensuring Leadership Continuity and Building Talent from Within



Description: -

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

This serious loss of valuable institutional memory has made it apparent that no organization can afford to be without a strong succession program. Book description 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? One is that executives a middle managers, and supervisors are uncertain about their roles and the results expected of them.

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

Read an Excerpt CHAPTER 1 What Is Succession Planning and Management? How Should Evaluation Be Conducted? 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? She is sure that production will be lost today because Georgina has no trained backup. Adams has held the posts of executive vice president and chief operating officer, and his performance has been exemplary in those positions. Gordon Hague, who was promoted, already possesses those skills.

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

She is convinced that she is a victim of racial and sexual discrimination. For several years he has been grooming L. Summary Chapter 15 Evaluating Succession Planning and Management Programs What Is Evaluation? Her manager, Wilson Smith, assures her that that is not the case.

Effective Succession Planning: Ensuring Leadership Continuity and Building Talent from Within

He lives in State College, Pennsylvania. Updated and expanded to reflect the latest trends and best practices in succession management, the book presents strategies for creating a complete, systematic succession planning program. 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 / Edition 5 by William Rothwell

Six Ministudies: Can You Solve These Succession Problems? 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. William Rothwell honored with the ASTD Distinguished Contribution Award in Workplace Learning and Performance. He is the author of Beyond Training and Development, The Workplace Learner, and dozens of other books.

Effective Succession Planning: Ensuring Leadership Continuity and Building ...

But, as his retirement date approaches, Wile has recently been hearing questions about his choice. The decision was based strictly on individual merit and supervisory job requirements. Because program Linda lost her most experienced workers, and among its effects on the plant were costly work redistributions, retraining, retooling, and automation.

Effective Succession Planning: Ensuring Leadership Continuity and Building ...

Vignette 3 Georgina Myers, supervisor of a key assembly line, has just called in sick after two years of perfect attendance. How Can Succession Planning and Talent Management Be Evaluated with the Balanced Scorecard and HR Dashboards? The production manager, Mary Rawlings, does not know how the plant will function absent this key employee, who carries in her head essential and proprietary knowledge of production operations.

Effective Succession Planning

Vignette 1 An airplane crashes in the desert, killing all on board. The third storm swept the plant on the heels of the layoff. This edition incorporates the results of two extensive new surveys, and includes a Quick Start guide to help begin immediate implementation as well as a CD-ROM packed with assessments, checklists, customizable guides, and other practical tools.

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