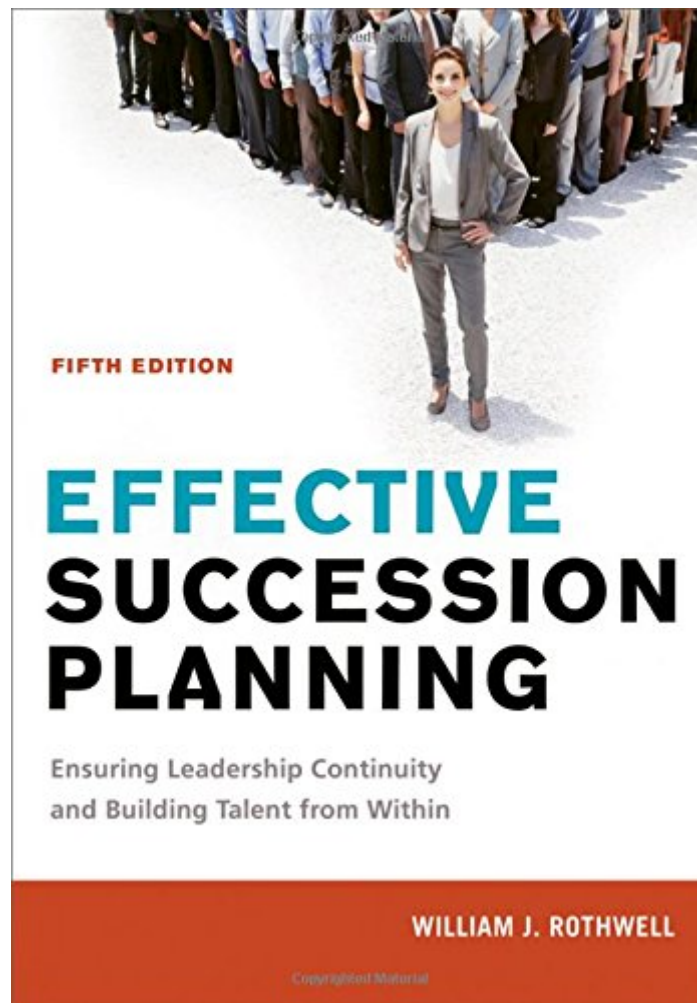


# Effective Succession Planning: Ensuring Leadership Continuity and Building Talent from Within PDF



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Effective Succession Planning: Ensuring Leadership Continuity and Building Talent from Within by William J. Rothwell ISBN 0814449158

Organizations that don't take steps to address future talent needs at all levels will face certain disruptions, and even disasters, when key employees leave. The most comprehensive book on the subject, "Effective Succession Planning" helps readers: Identify competencies and clarify organizational values - Plan for and quickly fill crucial vacancies at all levels - Develop and retain top talent, building and preserving the organization's intellectual capital - Assess current needs and future resources for seamless succession planning - And more Covering best practices, current trends, and the latest technology, the fifth edition also features new and revised material on:

succession planning for small businesses and nonprofits; replacement planning; transition management; downsizing; international issues; mergers and acquisitions as a talent strategy; and succession planning for technical positions as well as roles built on longstanding social relationships. 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.

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

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