

Board Fundamentals: Succession & Recruitment



Date:

September 24, 2020 1:00 pm to 4:00 pm

Type:

[Workshops](#)

Topic:

[Capacity Building](#)

[Planning](#)

[Human Resources](#)

Audience:

[Board Members](#)

[Executive Directors](#)

[Senior Leaders](#)

Move from reactive to proactive management of people transitions in your organization.

Effective succession planning is rooted in a continuous process of building leaders at all levels of your organization. This workshop focuses on fostering a culture of succession planning and provides participants with specific approaches and tools aimed at all levels of the organization: board, executive director, salaried employees, and skilled volunteers. You will be equipped to identify your current and future leadership requirements to move your mission forward.

Workshop Details

Date & Time: September 24, 2020 | 1:00 pm - 4:00 pm

Location: 1183 Melville Street, Downtown Vancouver

Cost: [Member](#) - \$95, Non-Member - \$115

Workshop Benefits

- How to embed succession planning into core human resource practices such as recruitment and selection, onboarding, performance management and knowledge transfer will also be explored.
- Move from reactive to proactive management of people transitions in your organization Minimize knowledge and productivity loss due to people transitions
- Attract top talent through effective succession planning

Learning Outcomes

By the end of this session you will be able to:

- Define attributes of an organizational-wide succession planning strategy
- Analyze your strategic plan and organizational life cycle to identify the skills and expertise you require in the future
- Integrate a succession planning lens to people processes related to recruitment and selection, onboarding, performance management and knowledge transfer - for all levels of the organization (board, executive director, salaried employees and volunteers)

Topics

- Creating a culture of succession planning through an approach of abundance and continuity of leadership
- How to identify what you require through strategic planning and understanding your organization's life cycle
- How to incorporate succession planning into your current human resource practices:

- Recruitment and selection
 - Orientation
 - Performance management
 - Knowledge transfer

The Leadership Ladder

- The big picture - these are all the levels involved in aligning people to mission
- Examine which parts are board-led and which are staff-led
- Some of these are part of the strategic plan, some part of the operational plan

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