Strategic Succession Planning for Supervisors

written by Lauri Moon | December 3, 2024

This session is postponed until Spring.

If you were considering program, click for our October 29th session in Williamsport, PA

Strategic Succession Planning for Supervisors

(3-hour, in-person, Altoona)

This program starts in:

00 DAYS 00 HOURS 00 MINUTES

Effective succession planning is crucial for sustaining leadership and ensuring organizational continuity. This three-hour workshop equips supervisors with the tools and insights needed to identify and develop their successors. Participants will address common psychological challenges, explore strategies for evaluating potential candidates and create a strategic roadmap for succession. Join us to ensure a seamless transition and secure the future of your leadership role.

Register now for only $189 per person!

Register

Learning Objectives:

- Identify and overcome psychological barriers in succession planning.
- Evaluate internal and external candidates based on experience, education and potential.
- Develop a strategic succession plan with a clear timeline and actionable steps.

Course Outline:

- Introduction
- Psychological Challenges in Succession Planning
    - Addressing Fears
    - Fostering a Growth Mindset
    - Workplace History and Professional Objectivity
- Evaluating Potential Successors
    - Analyzing Experience and Education
    - Internal vs External Candidates
    - Assessing Potential, Growth and Fit
- Developing a Strategic Succession Plan
    - Key Components and Best Practices
    - Assessing and Setting Timelines and Milestones
    - Establishing Feedback and Continued Development Pathways

- Additional Resources and Next Steps
- Closing Comments and Q&A

Strategic Succession Planning for Supervisors Outline

Who Should Attend:

This program is ideal for individuals who play key roles in supervisory, management and HR functions. Particularly, Supervisors and Team Leaders, Middle and Senior Managers, HR Representatives, Plant or Operations Managers and Continuous Improvement/Training Coordinators.

IMC is recognized by SHRM to offer Professional Development Credits (PDCs) for SHRM-CP® or SHRM-SCP® recertification activities. Upon completion, this program provides 6 PDCs – Course ID Activity 26-URPHH.

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Register

Meet Your Presenter:

Dennis Gilbert is President of the IMC. His professional experience includes General Manager of a local manufacturing and retail operation, Managing Director of Workforce Development & Continuing Education at Penn College, and just prior to joining IMC in 2021, President/Owner of Appreciative Strategies, LLC. Dennis has extensive experience in

manufacturing, leadership, non-profit management, and developing strategic marketing initiatives using social media platforms.

Dennis obtained his master's degree from Pennsylvania State University in Workforce Education & Development, his bachelor's degree from Pennsylvania College of Technology in Technology Management and an Associate degree in Computer Science from Williamsport Area Community College.

Check out our blog! Do You Need Succession Planning and Management? | IMC

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This program is WEDnetPA eligible.