

# A NEW PARADIGM OF SUCCESSION PLANNING

IDENTIFYING ACCOUNTABLE MANAGERIAL LEADERS TO GUIDE YOUR  
COMPANY TO SUCCESS

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# Today I'll cover

Four steps addressing the world of work from a macro vantage point and

The four specific elements of an architecture enabling you to create a succession plan in your company



# A 4 Step Process

Corporate  
Success &  
Succession  
Planning  
Macro  
Perspective

- The way it was
- Impact of Covid
- New Normal



Step 1:  
IDENTIFY  
HOW  
SUCCESS IS  
DEFINED IN  
YOUR  
COMPANY

Shareholder value

Profitability

Employee engagement

Teamwork

Innovation and creativity

# STEP 2: ASSESSING CURRENT STATE... EXTERNAL



Institutions crumbling



Workers agitated




Top priority shift from shareholder value to importance of serving workforce and communities



Identify the issues directly related to your industry and specifically your business



STEP 2:  
CURRENT  
STATE...  
INTERNAL

- Worker complacency
  - Necessity of mindset shifts
  - Confusion between leadership and management
  - Lack of knowledge about accountable managerial leadership
  - Confusion as to who identifies HIPOs
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# STEP 3: AN APPROACH TO SUCCESSION PLANNING

- Attend to the individual, team, business unit and company concurrently
- Identifying HIPOs
- Designing a comprehensive system that addresses the need for coaching/mentoring, community building and critical thinking
- Working closely with senior leadership and internal staff managing the project
- Introducing Requisite Organization principles and processes
- Consultant knowledge, wisdom and artistry



# STEP 4: PROGRAM ARCHITECTURE



**Prework:**



Executive input...what they want and need



Surveying potential participants



Application system




Selection



STEP 4:  
PROGRAM  
ARCHITECTURE

**The Integrated System:**

- Mentor/Mentee Sorting and Matching Process
  - Developmental Sessions
  - Community Building
  - Coaching
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# In Conclusion, Succession Planning is Essential and Must Be Customized

- Business pre and post Pandemic
- Strategic, integrative thinking of utmost importance
- Project Lead needs to do parallel thinking-many variables at one time
- Whole system unification vs what's right for my specific area
- Covid 19 has provided us with the opportunity to ponder and reflect on our lives individually, mis-steps with workers across the board, and take a good look at what is important in our democracy
- Shift from fear to possibility

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A large, stylized logo consisting of the letters 'B' and 'E' in a dark purple color with a white outline. The 'B' is a simple, blocky letter, and the 'E' is composed of three horizontal bars of equal length, with the top and bottom bars being slightly wider than the middle bar.

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