## 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

## STEP 3: AN **APPROACH** 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

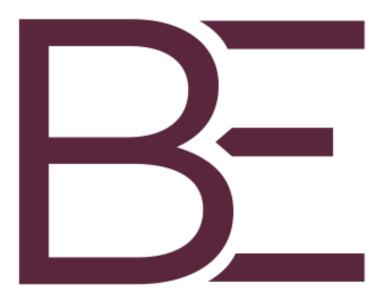
#### The Integrated System:

- Mentor/Mentee Sorting and Matching Process
- Developmental Sessions
- Community Building
- Coaching

## 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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