



Massachusetts Municipal Association - Annual Meeting
Succession Planning Tips to Achieve Unity Through Diversity

Friday, January 18, 2019

Succession Planning Key Elements

- **Clear expectations of outcomes to be achieved**
- **Aligning Succession Plan with goals with organizational goals**
- **Understanding of external environment – demographics and the availability of talent**
- **Inclusion of innovative alternative methods for staffing**
- **Commitment to Employee Development**
- **Commitment to employee Retention**
- **Workforce analysis**
- **Transfer of Institutional Knowledge**

Joellen J. Cademartori, Chief Executive Officer, GovHR USA

jcademartori@govhrusa.com

847-380-3238 Direct

224-545-4333 Mobile