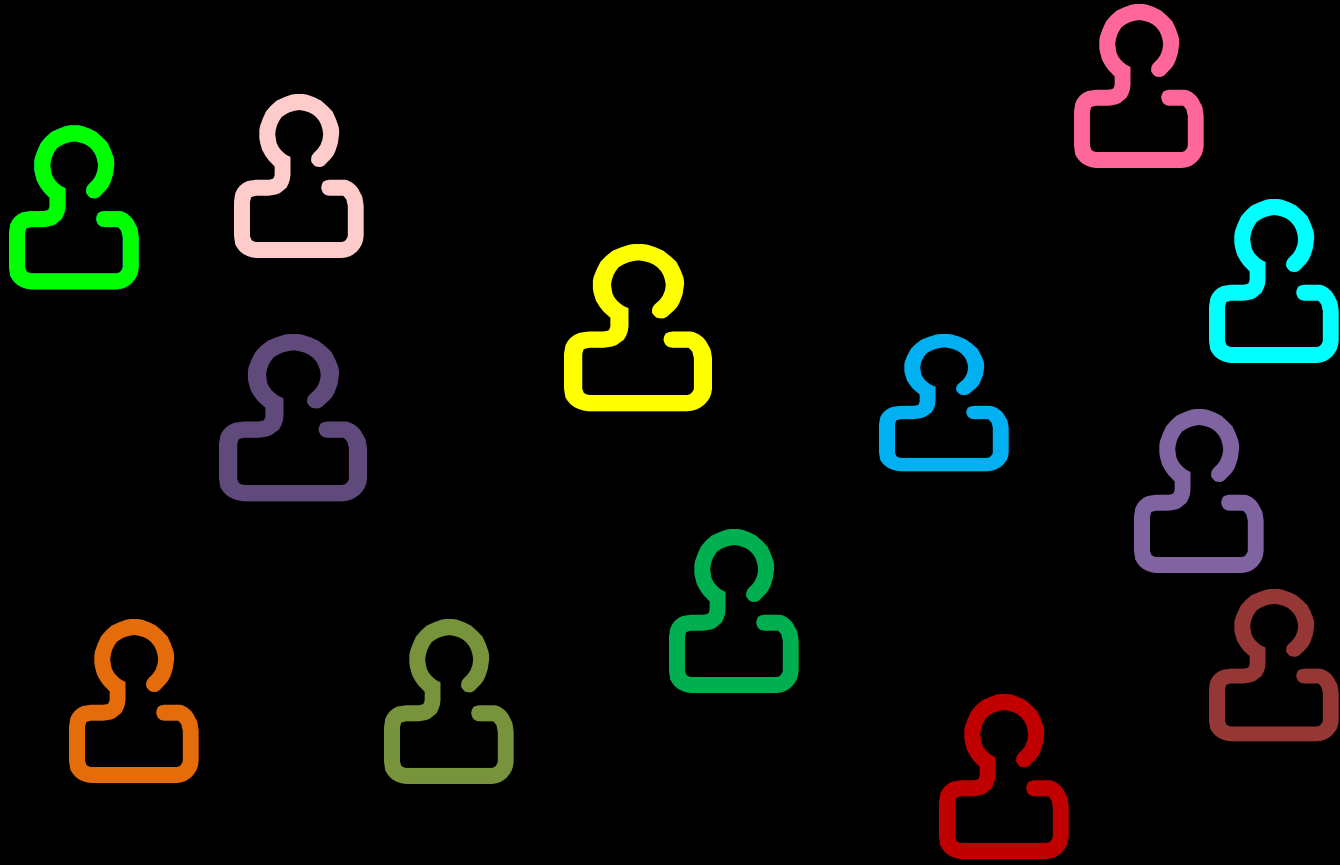


Enhancing Career Planning Capacity: An Essential Strategy of Succession Management



Agenda

- **Succession management and career planning**
- **TPH career planning pilot**
- **Results of the evaluation**
- **Revisions to the career planning initiative**



Definition of Succession Management

“Succession management is a strategic, systematic and deliberate set of processes that are put in place by an organization to encourage, and facilitate individual development or advancement, and to ensure continuity in key positions.”

Corporate HR, City of Toronto

Succession Management Plan

- Performance management**
- Coaching**
- Management development program**
- Career planning**

Career Planning Pilot

- Five phase model**
- Workshop and work book**
- Pilot with 63 staff**

Career Planning Process



Initial Feedback

TPH investment in staff.

Workshop and work book

Length of workshop

Facilitation of workshop

Differing learning needs

Follow-up Survey

Highlights of Results

- workshop length
- pre-workshop homework
- recommendations to other staff
- completion of workbook
- personal sharing at workshop

Revision Goals

- **Relevant to a wide audience**
- **Options for career planning**
- **Completion of exercises**

Revisions

- **Blended model approach**
- **Assessment of registrants**
- **Strategy for exercise completion**
- **Increased interactivity for workshop**
- **In-depth investigation phase**
- **Resource development**

Questions/Comments



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