

SUCCESSION PLANNING 101

Recruitment and Retention Council
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INTRODUCTION

Purpose of Succession Planning

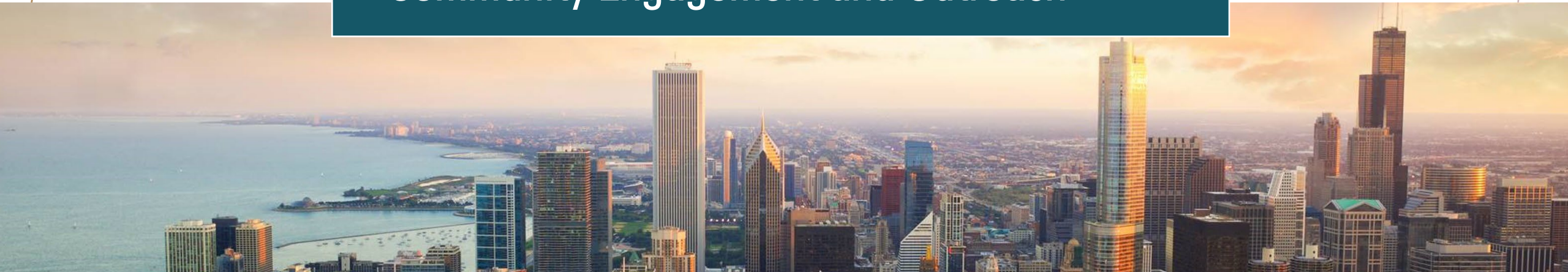
- Continuity of Leadership
- Preservation of Knowledge and Skills
- Membership Engagement and Morale
- Strategic Planning and Growth
- Risk Management



INTRODUCTION

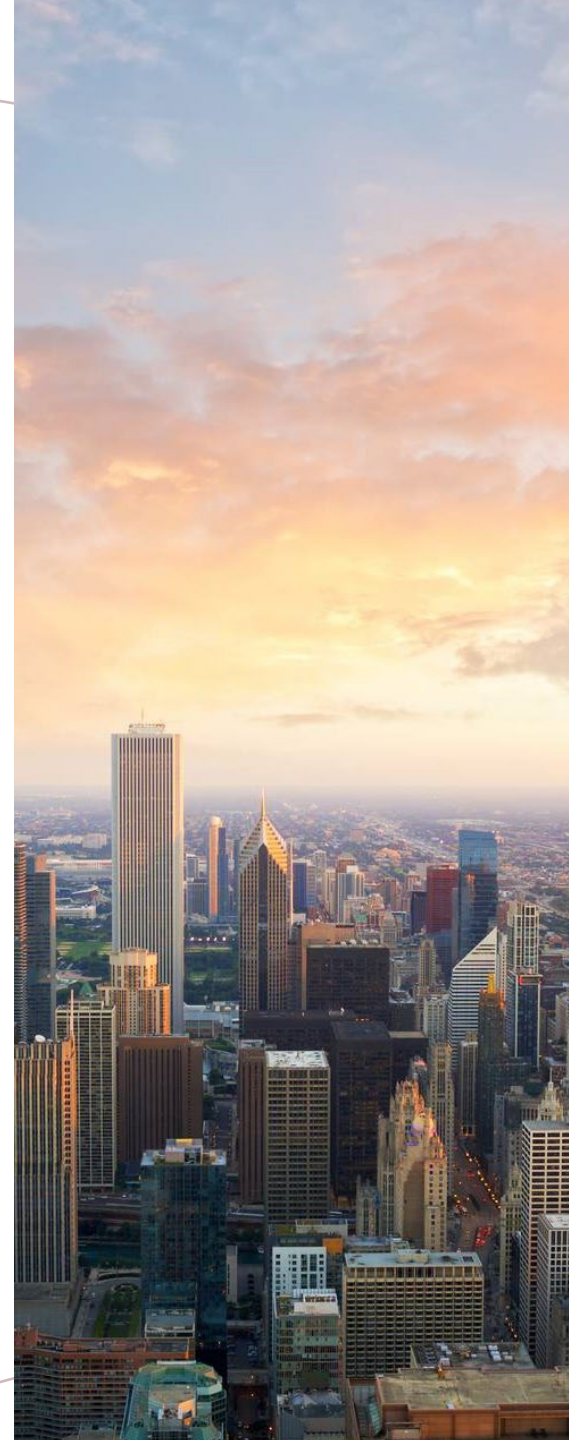
Importance of Developing Future Leaders

- Advocacy and Representation
- Training and Skill Development
- Unity and Solidarity
- Community Engagement and Outreach



Agenda

- Current Leadership Assessment
- Leadership Development
- Laying the Groundwork
- What's Next



1) WHAT INTENTIONAL OR DEFAULT
SUCCESSION PLANNING STRATEGIES DOES
YOUR LOCAL ALREADY USE?

2) HOW WOULD HAVING A SUCCESSION
PLAN AFFECT YOUR LOCAL?





CURRENT LEADERSHIP ASSESSMENT

- Identify key leadership positions within your local membership
- Assess the current skills and qualifications of current leaders
- Identify potential gaps in leadership skills and experience

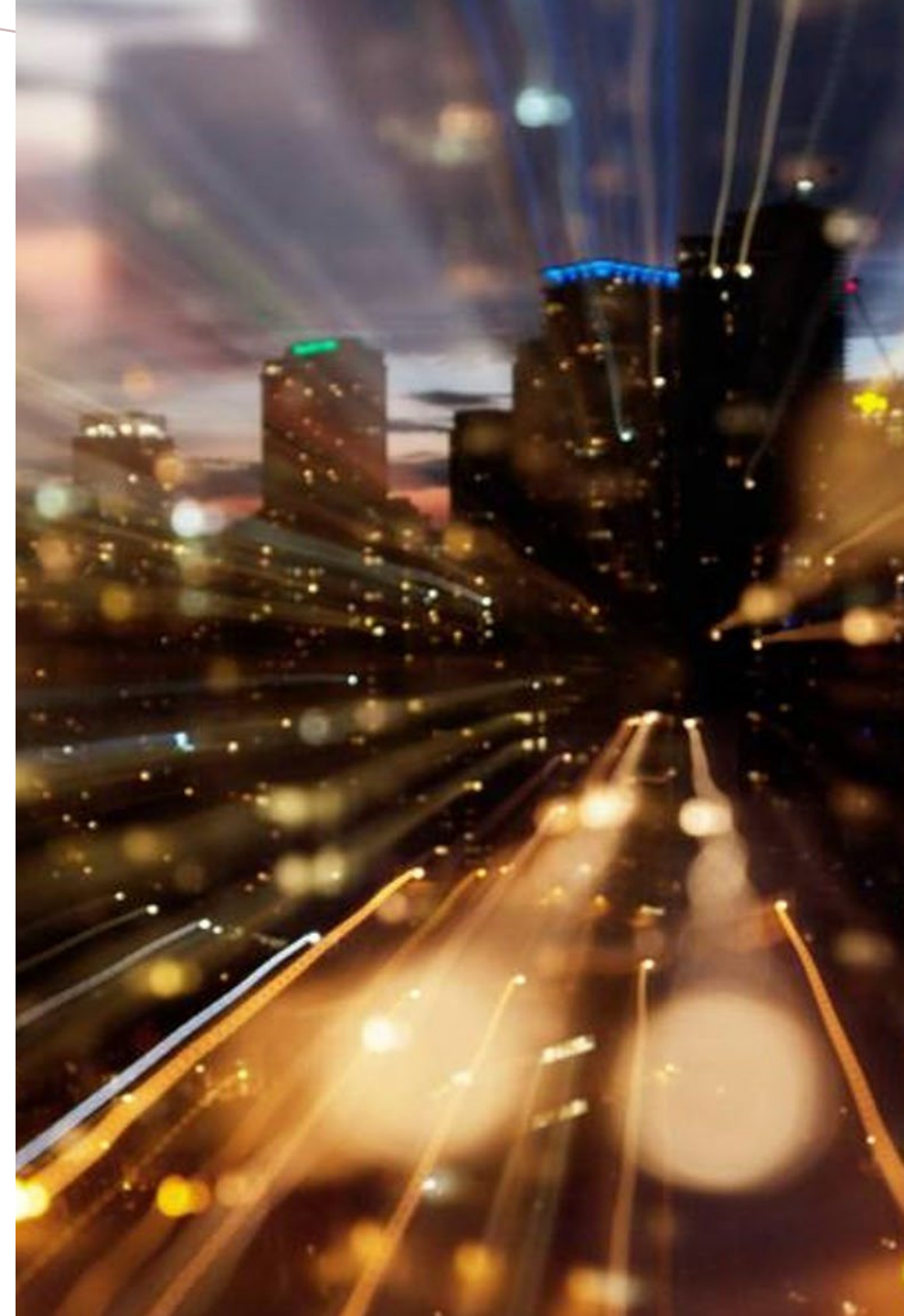
1) WHAT SKILL SETS ARE NECESSARY TO BE A
LEADER IN YOUR LOCAL?

2) WHAT, IF ANY, GAPS IN LEADERSHIP
DO YOU RECOGNIZE IN YOUR LOCAL?



LEADERSHIP DEVELOPMENT

- Identify potential future leaders within your local membership
- Assess the skills and qualifications of potential future leaders
- Assess what resources are already available
- Develop a plan for training and development to prepare future leaders for leadership roles



1) HOW DO YOU IDENTIFY POTENTIAL
LEADERS IN YOUR LOCAL?

2) WHAT RESOURCES ARE ALREADY
AVAILABLE TO DEVELOP LEADERS IN YOUR
LOCAL?



LAYING THE GROUNDWORK

- Identify easy access points for up-and-coming leaders
- Reward and acknowledge those who step up
- Become a mentor
- Be transparent about the steps to becoming a leader



1) WHAT ARE EASY WAYS FOR POTENTIAL LEADERS TO STEP UP IN YOUR LOCAL?

2) WHAT HELP OR ADVICE DID YOU WISH YOU HAD BEFORE YOU STEPPED INTO LEADERSHIP?



KEY TAKE AWAYS

- Purpose of succession planning
- Leadership Assessment
- Leadership Development
- Access Points for Future Leaders



WHAT'S NEXT

Develop Plan
Planning Timeline
Developing Organizational
Charts
Monitoring and Evaluation



RESOURCES

SMART University – TD

<https://www.smart-union.org/smart-university-td-membership-101-available-in-member-portal/>

SMART Production Institute

<https://www.smart-union.org/new-production-institute-training-helps-local-leaders-better-serve-production-workers/>

SMART COMET 2.0

<https://www.smart-union.org/local-18-empowers-members-with-comet-classes/>

International Training Institute

<https://www.sheetmetal-iti.org/Default>

SMOHIT MAP Peer Training

<https://www.smohit.org/smart-map/>



THANK YOU