

Succession Planning FAQs

How will succession planning benefit me?

Succession planning will benefit employees by helping them see advancement opportunities and by setting forth career development methods to help them reach their goals. It will also help the agency by identifying potential successors for whom a knowledge transfer plan may be developed and deployed prior to a critical position becoming vacant.

Is succession planning “pre-placing” employees?

No. Succession planning is the process of identifying and developing a pool of employees within State agencies to prepare for the future. All potential successors must participate in the competitive recruitment process in order to be considered for any position.

Who can participate in career development?

Even though succession planning is currently a process available only to exempt employees, all employees can participate in career development. It begins by communicating with your manager about what positions interest you. Then, you and your manager should establish an action plan to help you understand the other positions’ duties and what skills are needed to successfully perform your desired job.

Are only those that participate in these career development methods chosen to fill critical positions?

No. All employees are able to participate in these career development methods, but participation does not guarantee selection for critical positions. Employees who inform their managers of their interest and participate in career development will develop skills necessary to perform the duties of that position should they be selected through the competitive recruitment process.

Why should I pick a lateral position instead of a promotional position?

There are several benefits to lateral career movement. Lateral movement opens options for possible next moves in your career path by allowing you to acquire different skillsets. Additionally, lateral movement offers opportunities to gain experience if the promotional route has bottlenecks such as very little movement or several employees vying for one position.

Why do we need to have succession planning and career development?

Succession planning and career development ensure that the State and its agencies can deliver the same level of service to customers even when critical talent is lost. Also, it helps retain the talent we have, develops internal employees for multiple positions, and creates a culture of advancement, continuous improvement, and engagement.