

ROAD MAP OF STRATEGIC SUCCESSION MANAGEMENT IN HEALTHCARE

Webcast Series: Succession Planning

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PRESENTERS



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OVERVIEW

- Review trends and challenges in healthcare
- Discuss the need for strategic succession management
- Highlight Rothwell Model
- Differentiate succession planning from replacement planning
- Discuss current practices



AUDIENCE PARTICIPATION

Poll:

- Currently, my organization's succession planning...
 - A. Includes organization wide (multi-level, various departments)
 - B. Focuses only on C-suite positions
 - C. Is under development
 - D. Does not exist
 - E. Other _____

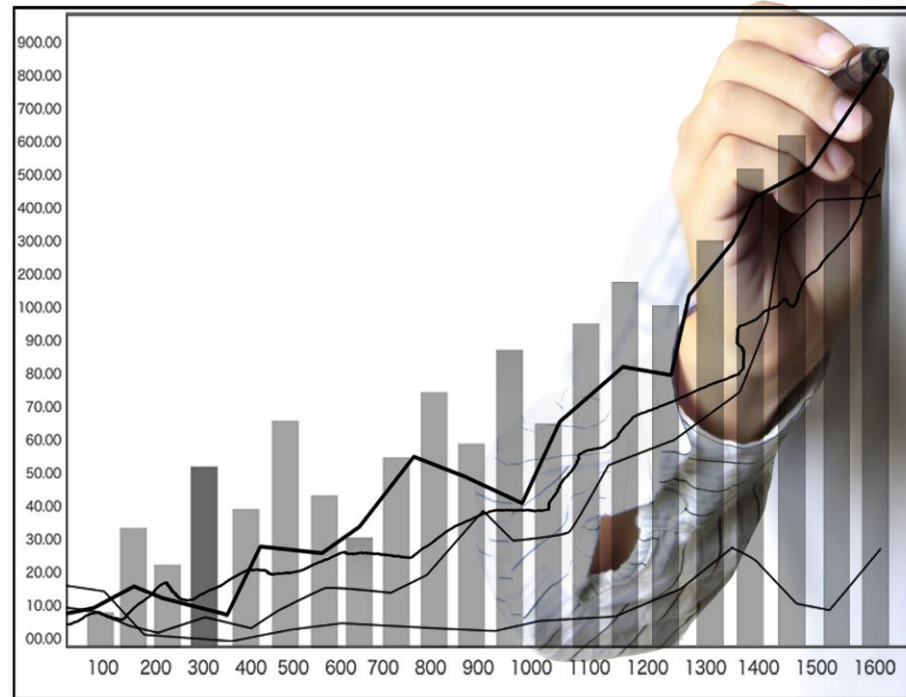
TRENDS/CHALLENGES



ACCELERATED CHANGE

Transforming the workplace

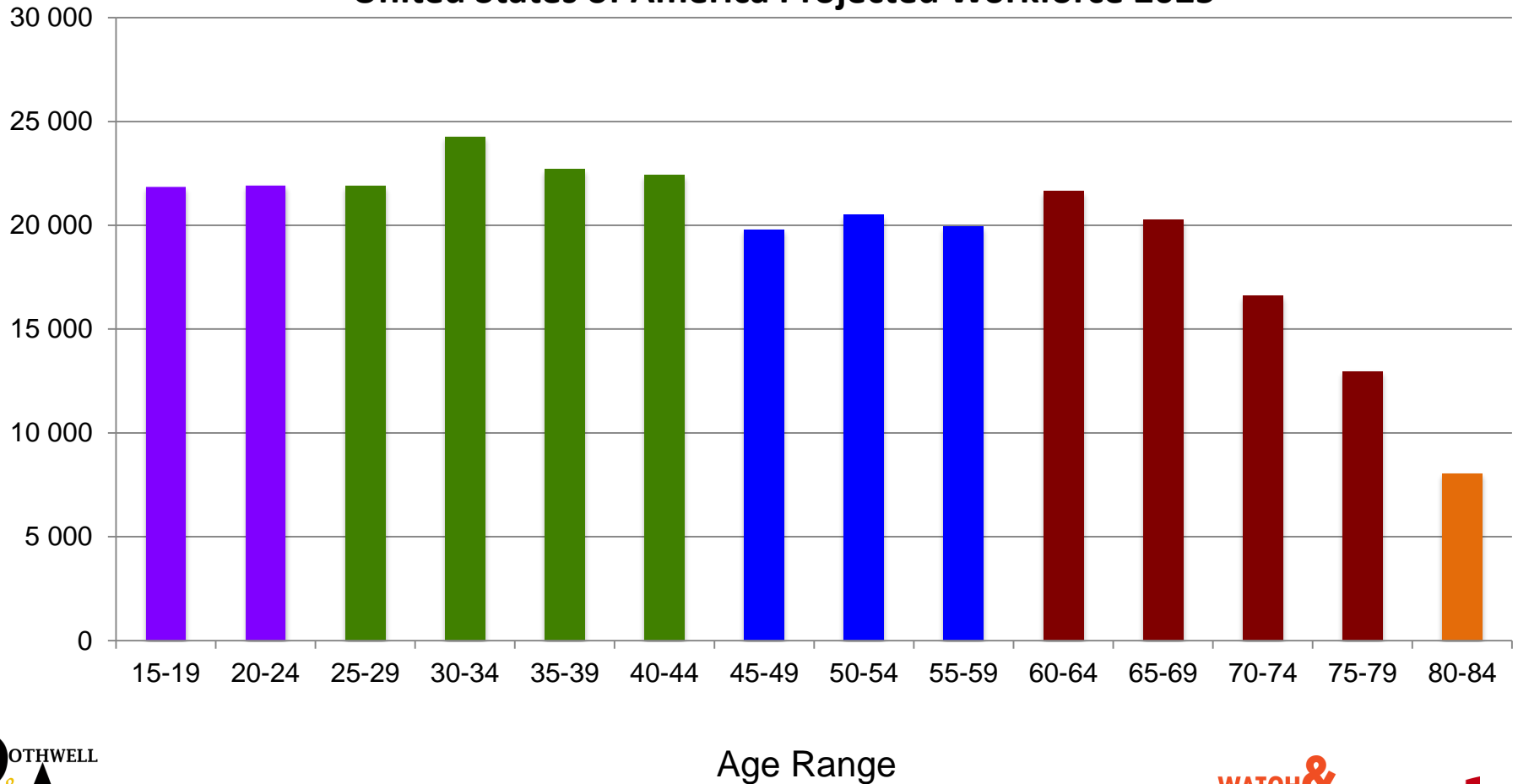
Changes and disruptions in the workforce is forcing TM professionals to examine new practices



GENERATIONAL WORKFORCE

Generation Z Millennials/Y Generation X Boomers Silent

United States of America Projected Workforce 2025



Source: United Nations Department of Economic and Social Affairs (Population Division)



NEED TO BE STRATEGIC



Why be strategic



in healthcare?

US CENSUS BUREAU

- ✓ Population to increase by 13 % between 2013 and 2025
- ✓ First Baby Boomers turns 65 in 2011
- ✓ By 2030, 70 million US Residents will be 65 or older
- ✓ Those who are 65 or older use twice as many physician resources as those younger than 65

THE GAP

Occupational Title	Employment 2014	Projected Employment 2024	Shortage
Home Health Aides	913,500	1,261,900	348,400
Nursing Asst. and Orderlies	1,545,200	1,813,000	267,800
Registered Nurse	2,751,000	3,190,300	439,300
Nurse Practitioners	126,900	171,700	44,800
Physician Assistants	94,400	123,200	28,800
Physicians and Surgeons	708,300	807,600	99,300
Medical Assistants	591,300	730,200	138,900



Source: U.S. Bureau of Labor Statistics, Employment Projections program



STRATEGIC SUCCESSION PLANNING





AUDIENCE PARTICIPATION

Poll:

Currently, my biggest challenge in implementing a succession planning is ...

- A. Developing a strategy
- B. Getting leadership commitment
- C. Clarifying the work
- D. Managing performance
- E. Assessing potential
- F. Developing people
- G. Evaluating succession program
- H. Other _____

TALENT MANAGEMENT

The case for talent management and succession planning can be made based on the need to: **COST**

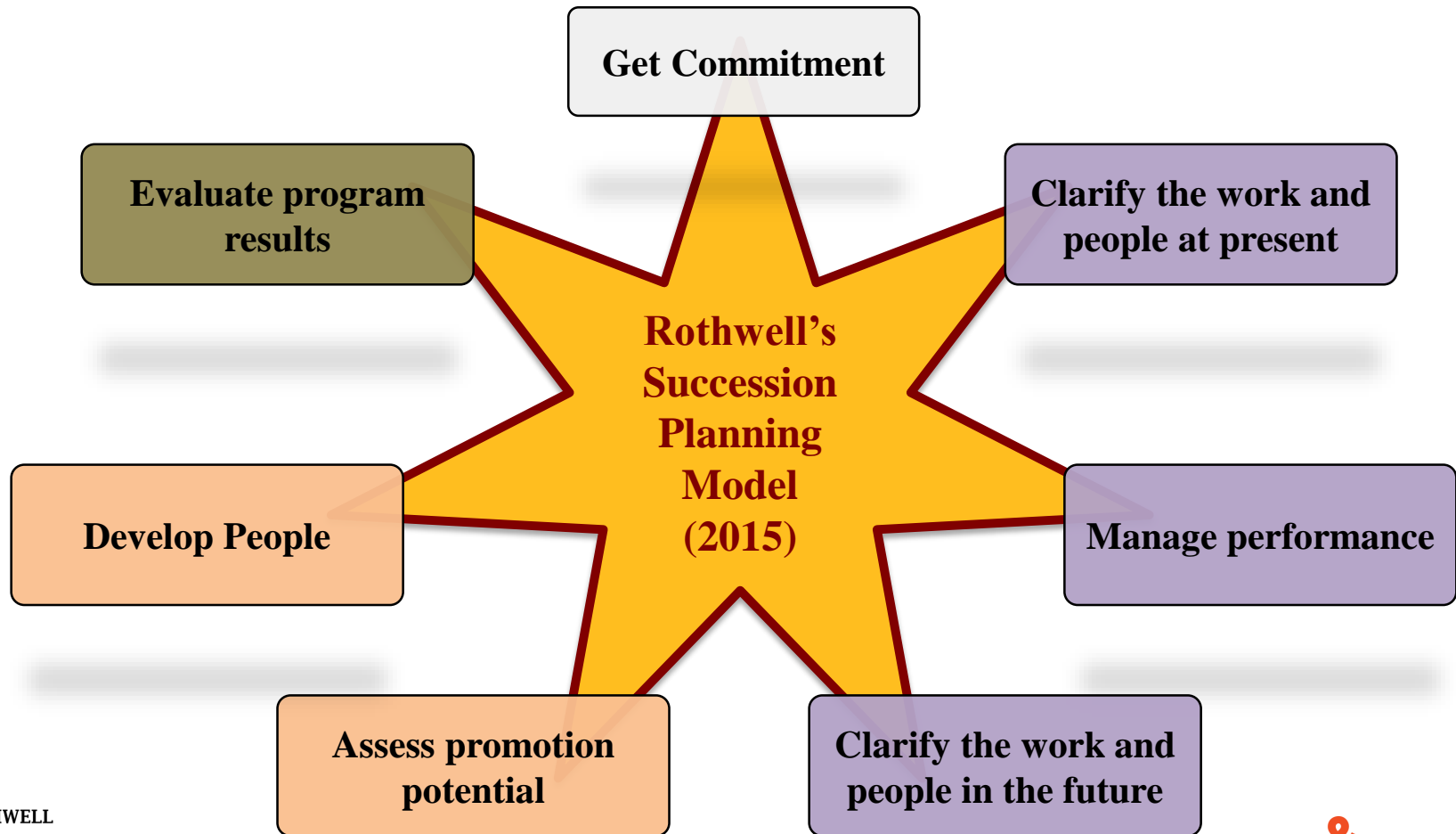
BENEFIT

- ✓ Address long term skills essential
- ✓ Address retirement issues
- ✓ Address growth issues
- ✓ Engage people
- ✓ Retain high potential talent
- ✓ Transfer knowledge and professional contacts

REPLACEMENT PLANNING VS. SUCCESSION PLANNING

- **Replacement planning** focuses on finding backups in case of emergency
- **Succession planning** focuses on developing people for greater responsibility or more challenging technical work

ROTHWELL'S SUCCESSION PLANNING



GETTING COMMITMENT

- Clarify the measurable **goals** of the succession planning program
- Establish clear **roles** for each stakeholder group
- Establish **accountability** systems



CURRENT PRACTICE





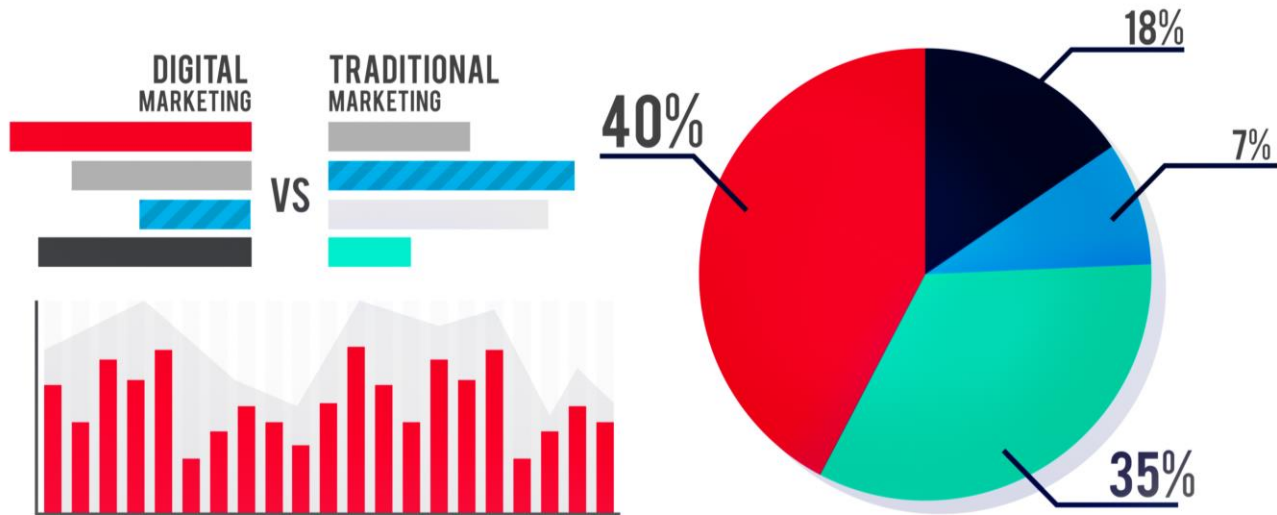
Clarify the measurable **goals** of the succession planning program

Clearly Define Roles



Establish clear **roles** for each stakeholder group

PERFORMANCE



Establish accountability systems

WEBCAST SERIES: SUCCESSION PLANNING

Webcast Title	Date
Clarify and Manage Talent (Present and Future)	TBA
Assess and Develop Potential Talents	TBA
Evaluate Succession Management Program	TBA



Question



Answer