



Leadership Mentoring: Successful Succession Planning
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Key Points

1. Mentoring and succession planning should be interwoven programs.
 2. Both programs are beneficial for agencies and organizations of all sizes.
 3. Make a strong case for adoption of these programs in your organization.
 4. Create programs built upon realistic goals and outcomes.
 5. Identify and address the potential challenges to implementation and success.
 6. Pilot or review the programs to obtain feedback from leaders and participants in order to promote ongoing evaluation and implementation of enhancements.
- Roles/Positions: evaluate where the programs are best applied
 - Candidates: determine appropriate participants
 - Managers: enroll leaders who are likely to contribute to success
 - Planning: do not allow the process to become the program
 - Measurement: utilize practical metrics for evaluation
 - Expectations: participation does not guarantee promotion
 - Performance: it is essential that concerns and issues be discussed

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