

# The National Institute of Corrections' Leadership Webinar Series ***Leadership Mentoring: Successful Succession Planning***

February 22, 2023 | 1:00-2:00 EST



Ed Sherman, Psy.D.  
Presenter



Belinda Stewart  
Host

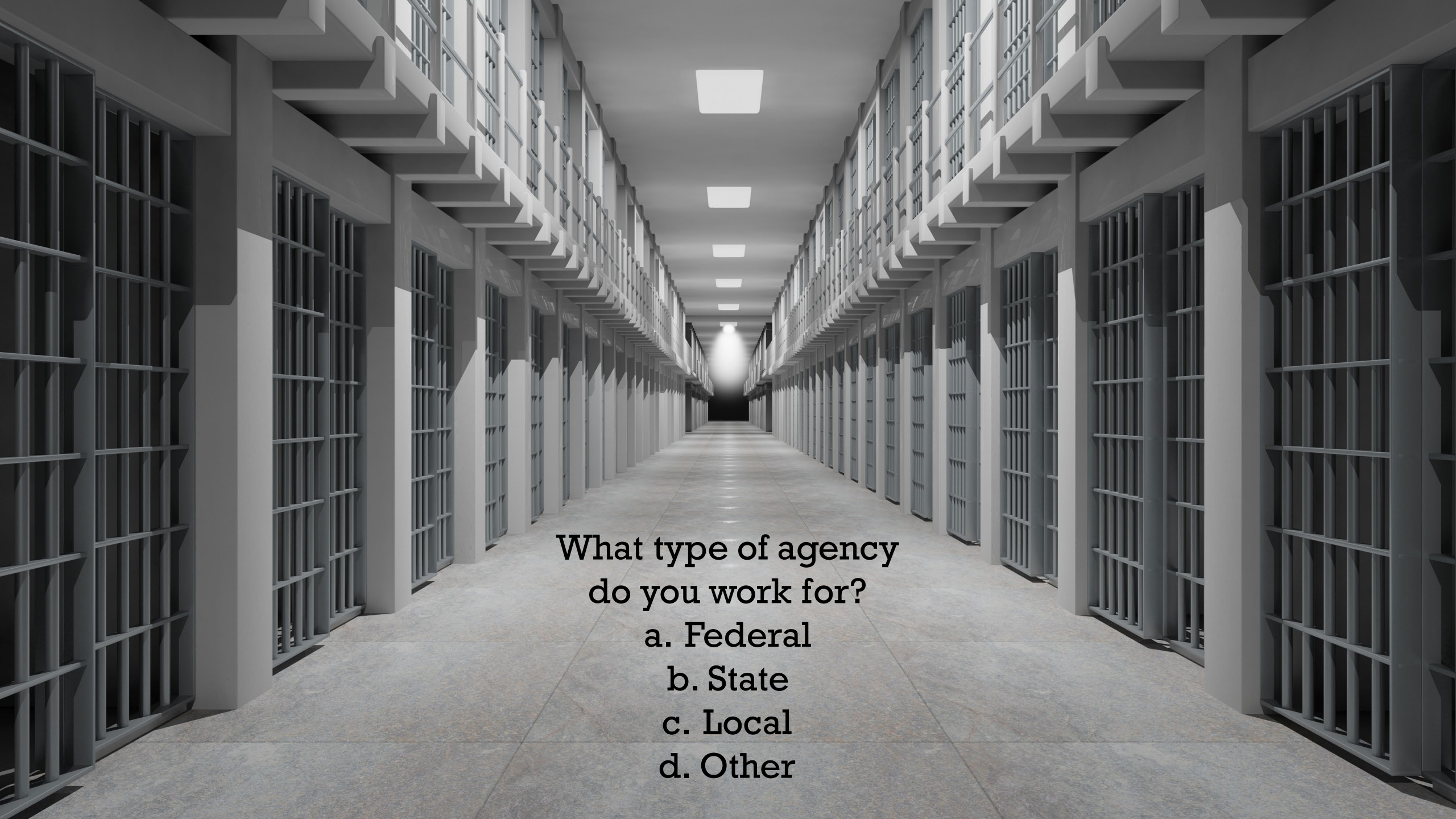




***Leadership Mentoring:  
Successful Succession Planning***

Ed Sherman, Psy.D.  
Sherman Consulting





What type of agency  
do you work for?

- a. Federal
- b. State
- c. Local
- d. Other



Think of an effective  
mentor in your life



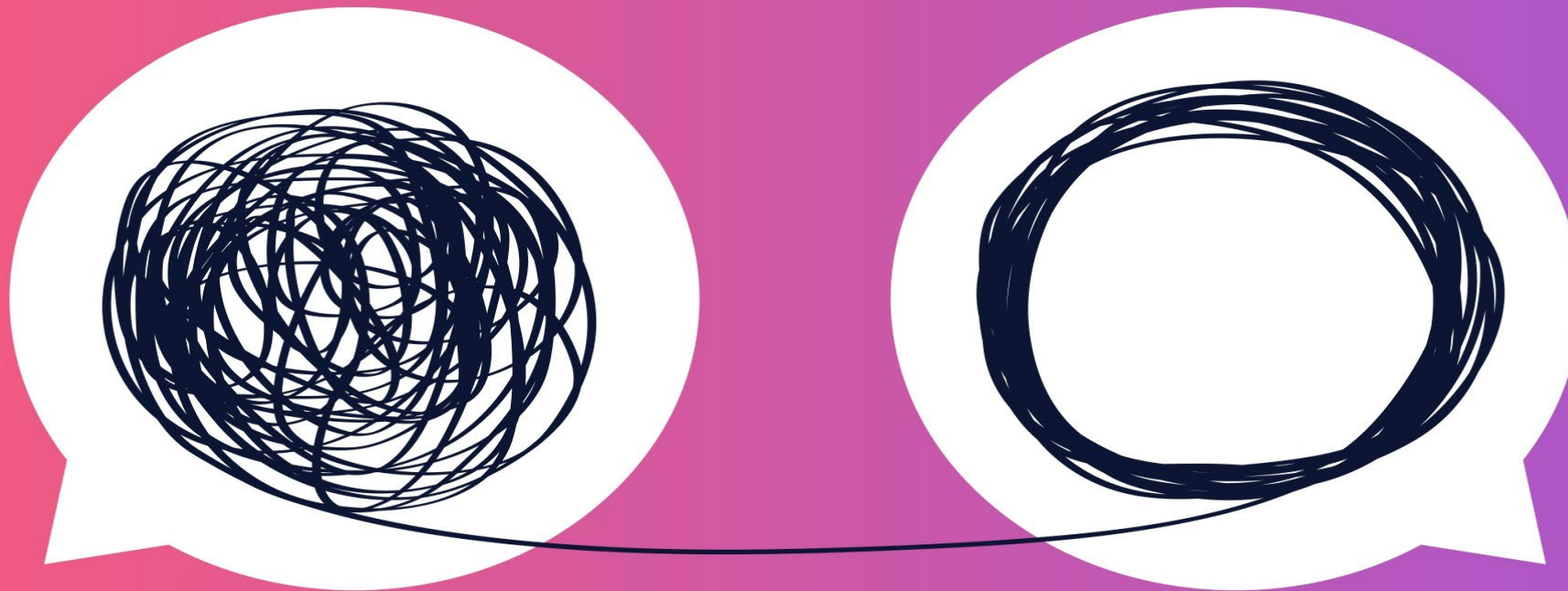




Mentoring + Succession Planning



# The value of a mentor





Agencies of all sizes can benefit





Make a strong case  
for the programs







Goals

The image shows a close-up of a vintage green Olympia typewriter. A white sheet of paper is fed into the machine, and the word "Goals" is printed in a dark, serif font. The typewriter has a black keyboard with white lettering, and the brand name "Olympia" is visible in a cursive script on the front. The machine is set against a light, textured background.



Identify and address  
potential challenges

NO!





Obtain feedback







Roles and  
positions





Candidates



# Managers





# Planning



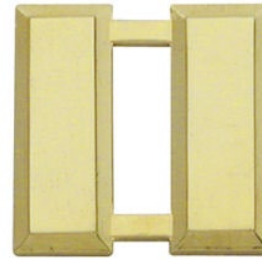




Measurement



# Expectations





# Performance

What might happen if an employee with existing performance issues is allowed to participate in a new mentoring program?



- A. The mentee may not be invested in the program
- B. The mentee may speak poorly of the program
- C. The program may not receive a fair evaluation
- D. All of the above









W<sub>4</sub>

I<sub>1</sub>

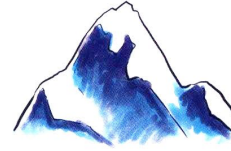
N<sub>1</sub>





My best mentor





# One Minute Mentoring

How to Find and Work  
With a Mentor—and Why You'll  
Benefit from Being One

**KEN BLANCHARD**

*New York Times Bestselling Co-author of *The New One Minute Manager**

**CLAIRE DIAZ-ORTIZ**

*Author of *Twitter for Good**

Ken  
Blanchard  
One Minute  
Manager

Reference  
for mentors  
and  
mentees



## References/Resources

Goldsmith, M. (2009, May 12). 4 tips for efficient succession planning. *Harvard Business Review*. <https://hbr.org/2009/05/change-succession-planning-to>

Magee, J. (2021, September 21). Global talent shortage drives immediate need to mentoring your future leaders. *CEO World*. <https://ceoworld.biz/2021/09/21/global-talent-shortage-drives-immediate-need-to-mentoring-your-future-leaders/>

Society for Human Resource Management (2021). *Engaging in succession planning*. <https://www.shrm.org/resourcesandtools/tools-and-samples/toolkits/pages/engaginginsuccessionplanning.aspx>





**Leadership Series**  
**Ed Sherman, Psy.D.**

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**Wednesday, April 12, 2023**  
**Dealing with Challenging Staff Members**





## Contact Information

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**Questions**  
**Answers**