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Is Succession Planning Beneficial for Public Organizations?

**Introduction**

 Apparently, organizations operate in a rather competitive and ever-changing business environment that puts pressure on their succession strategies. As a result, understanding an organization’s succession strategies is becoming increasingly important in improving employee performance to ensure increased overall productivity. The problem is that many organizations are grappling with challenges of ensuring flexibility, sustainability, as well as responsiveness in delivering their services to the public. Organizations must adopt effective ways of managing issues like an aging workforce, labor, and shortages of skills to ensure that they are capable of sustaining efficient and effective performance and continued responsiveness. Most organizations have not implemented succession strategies that may help them ensure continued provision of efficient services to the general public despite organizational changes. Proper succession management involves two critical activities: sourcing, maintaining, and developing the talent of future employees and leaders. The other important activity entails pursuing fundamental responsibilities that enable an organization to ensure continued success. Organizations must ensure improved inspection in order to handle employee succession efficiently so as to get the desired future workforce, leadership, management, and the expertise to deliver improved services. There is no doubt that business that fails to ensure effective succession planning cannot adapt to this dynamic corporate world since it will not be able to ensure organization flexibility and sustainability. Firms can ensure improved flexibility, sustainability, and enhanced overall productivity by planning on how best it can manage succession. Organizations that plan to deal with succession are always capable of developing a diverse workforce that is well equipped to successfully deal with a wide range of challenges, thus ensuring a motivated and high performing workforce. The greatest challenge is that most organizational managers and leaders do not understand the benefits of developing proper strategies for succession planning, and it relates to motivation and performance. Therefore, this paper seeks to explore the relationship between proper motivation and performance.

**Background**

 Providing human capital with proper motivation has the potential of increasing the productivity of a public organization. As Ali & Mehreen (2019) asserts, relevant and proper motivation improves the mental preparedness of the employees for their roles, which improves their ability to exploit their potentials optimally. To ensure increased productivity, organizations have resorted to developing strategies for succession planning. The topic on why public organizations must develop strategies for succession planning is of interest to me because a good understanding and appreciation of the topic can help organizations to provide their prospective leaders with the necessary positive motivation, which improves their preparedness for leadership roles and enhance their performance. One of the important strategies that public organizations use to ensure effective and successful succession planning is providing the identified individuals with the desired leadership qualities and providing them with relevant positive motivation to enable them to develop into high performing leaders.

Various organizations have different ways of ensuring that they develop strategies for succession planning. One of the works that have been done by public organizations to ensure successful and effective succession planning is performance evaluation. Through performance evaluation, the organization can be able to identify the highest performing employees with the potential of becoming successful leaders of the organization. As Ali & Mehreen (2019) asserts, organizations can provide their employees with relevant feedback during a performance evaluation, which helps the employees to identify the areas they need to improve in to become better leaders. Another work that I have seen done in this area is the provision of training. Some public organizations roll out training programs to enable their prospective leaders to learn and acquire relevant and useful skills. The training sessions also allow prospective leaders to learn from other leaders and acquire vital leadership skills essential for successful succession planning.

 Succession planning is an important issue that organizational managers are grappling with. While planning for succession, the organization must identify the prospective leaders and ensure that they are provided with proper motivation. As McKee & Froelich (2016) asserts, effective succession planning is an important activity that helps organizations to identify individuals with the desired leadership qualities and to provide them with the necessary help they may need to develop into successful organization leaders. Prior identification and preparation of individuals for leadership roles helps them to develop the necessary competencies and acquire essential and relevant skills required.

 The issue of developing strategies for succession planning in public organizations may raise various issues. While some people may feel that the adopted strategies are effective and promote organizational success, others may think that they are left out or discriminated against when it comes to choosing the next crop of leaders in the organization. I have successfully used the survey to collect, assess, and analyses the views of other employees regarding the issues relating to the development of strategies for succession planning to address the problems that arise within the organization as a result of the developed succession planning in an organization.

References

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