



Succession Planning- Raise them Up!



Definition:

The process by which an organization ensures that employees are identified, recruited and developed to fill every role possible in the company.



Identifying Leaders – How do we do that?





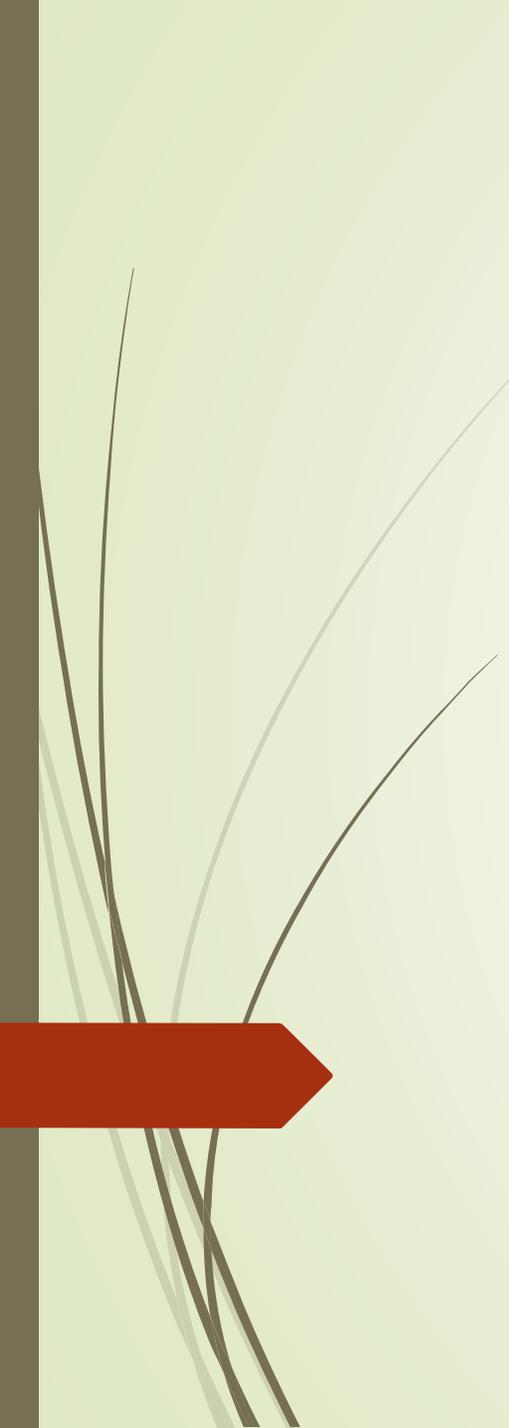
Recruitment- Where and by what means?





Development? DO we have a plan in place that is progressive enough to meet the changes in healthcare?





We Were Soldiers-

The man in front of you just died!

What do we do now? He
hesitated! He's out! What do you
do now?

You learn the job of the man in
front of you and teach the job to
the man behind you



Why is creating a Succession Plan in Healthcare so important? Do people ever leave their jobs?

Baby Boomers are Retiring and taking 30,40 + years experience and knowledge with them

Resignation-

Competitive Wage Seeking

Accident/Illness

Change in Life Aspirations

Burnout vs Buildup

- Set up a mentorship program for your team members to work closely with seasoned employees to learn from their experience.
- Competitive Wages- Keep up with fair market
- Work/Life Balance Culture
- Value your employees
- Career Ladder Opportunities



Culture



- ▶ Recognition/Reward is the number one reason that people stay/leave their company
- ▶ Proximity to position
- ▶ Peer
- ▶ Challenge
- ▶ Growth
- ▶ Mentor
- ▶ Look for the small/big successes that may go unnoticed. Ie- a family accepting Respite
- ▶ Position staff next to change makers in your company.
- ▶ Who is your team associating with?
- ▶ Boredom is a killer- comfort is stagnation
- ▶ When does growth occur-



“ If you have achieved any level of success, then pour it into someone else. Success is not success without a successor. ”

Nearly every human being wants to know that they contributed somehow

Cross Train your team to be able to fill in and support each other at any given moment.



“

YOU DON'T build a business,
You build PEOPLE and then
PEOPLE build the BUSINESS!

”

Every person has the ability to add value to your team. Everyone.

Analyze your organization to see how many opportunities you have to affect the lives of not only the patients, and their families, but, also, each and every member of your team as they serve your business. Raise them up!



Succession Development Needs

Occupation	Growth	New Job Openings by 2025	Expected WF Gap
HH Aide	32%	423,200	-446,300
Nursing A	16%	407,396	-95,000
NP's	30%	51,445	-29,400
Physicians and Surgeons	16%	102,970	-11,000

Healthworkforcesstudies.com/images/JNR0717_40-46_Buerhaus.pdf



Always remember your reason Why
then help them find and identify theirs.
Questions?

