Welcome

Introductions

• Jeff Douglas, CalHR
• Paul Ogden, FTB
• Sarah Gessler, CalHR
• LaTrice Moore, CalHR
• Erica Salinas, CalHR
Business Case

• Changing Workforce Demographic
• California State Auditor
• State Leadership Accountability Act
• 2016 Statewide Workforce Planning Report
A Change of Approach

- **New Policy: 2901**
- Collect and Report
- Workforce Planning Cohort Training Program
- Succession Planning Training Program
Plan vs. Program

Succession Plan vs. Succession Program
Succession Planning Case Study #1

Franchise Tax Board

Executive Assessment and Development Program
Succession Planning Case Study #2

CalHR

Executive Leadership Preparation Program
Strategic Alignment

Our Goals
- Superior Customer Service
- Team of Experts
- Organizational Excellence
- Leveraging Technology
- Fiscal Responsibility

Our Vision
To be the premier leader and trusted partner in innovative human resources management.

Cal HR
2017 Conference
your state, your government, your future
Alternative Formats

- Silver: $ Self-assessment
- Gold: $$ 360* mentor
- Platinum: $$$ 720* mentor
Keys to Developing a Succession Plan

- Comprehensive View of Pipeline
- Something for Everyone
- Leadership vs Technical
- Scalable
- References “Succession Programs”
- Evaluation
Leadership Succession Plan

Developing the pipeline:
• Bridging into supervision
• Supervisors
• Managers
• Executives

Aligned with Leadership Training Policy
Moving Forward

- Achievable
- Tools and Resources
- Succession Planning Workshops
- CalHR Succession Plan
Thank You

Questions
Contact Us

Statewide Workforce Planning and Recruitment Unit

wfp@calhr.ca.gov
916-322-0742