



Cape Cod Human Resources Association

HR NEWS

Cape Cod Human Resources Association P.O. Box 665, Hyannis, MA 02601

April 2008

www.cchraonline.com

Meeting Review

Ann Egan from The Navigation Group discussed the considerable amount of planning and commitment needed to execute a successful succession plan. It is a challenge for HR professionals to get leaders in their organization to even start thinking about Succession Planning. Developing leadership talent is a long-term commitment.

Ann describes Succession Planning as "the ongoing process of systematically identifying, assessing, and developing talent to ensure leadership continuity for all key positions in an organization".

Ann shares a client's story where she was hired to search for a CFO with an expectation that they wanted to reduce their external recruiting costs. Ann found that the organization had little or no clear succession plan. She outlined the process she used with her client:

1. Identify the need for a Succession Plan. Organizations need to plan for the future as key talent becomes more important in this competitive market. Trends show that more senior-level, experienced employees are leaving their jobs to start their own business, due to burn out and the desire to "do their own thing their way".

2. Review corporate goals to ensure that time and commitment from executive leadership can be dedicated to focusing on the succession plan. Timing is critical to the success of the plan.

3. Identify who is responsible for the program. It is critical to the success

of the plan that the executive leadership take the lead with HR support.

4. Gain commitment from the executive leadership and their leaders. It's important to set expectations and identify the process, goals and costs.

5. Choose a Talent Assessment Tool. There are many options available so be sure that it best fits your organization.

6. Conduct Talent Review process meetings to evaluate the participants and identify high performers vs. high potential employees and core leadership competencies. Here you are measuring who is qualified now, what is needed to develop the key talent, and who might not be qualified.

7. Ensure that the Talent Assessment and the Succession Plan complement the organization's culture and climate.

8. Recognize that the participant results may require the organization to react in a traditional manner and/or with a creative approach.

9. Communicate the strategy and outcomes. Keep the leaders and managers informed.

10. Assess the results of the process and identify specific factors in the success of the plan. ■

Thanks to Chris Ezersky of the Cape Cod YMCA for this story.

Meeting Preview

There is a change in program for the April 24th meeting. Michele Rocray of Pleasant Bay Associates will speak on Change Management.

Rocray is the Principal of Pleasant Bay Associates. She founded the company six years ago after a successful 20 year career in corporate management and training. She takes great pride in the fact that the majority of her business has been referred to her from experienced and respected professionals within her large network.

Prior to starting her company her passion for employee development and success was demonstrated in a variety of corporations and educational institutions including Merrill Lynch, Putnam Investor Services, Wentworth Institute of Technology, Fleet Bank (formerly Bank of Boston) and Standish Mellon (formerly Standish Ayer and Wood Inc.).

Michele received her Master's degree in Training and Development from Lesley University School of Management in Boston. As part of her degree she completed an internship in the Education Department at the Museum of Fine Art. She received her Bachelor degree from Wheaton College in Norton MA. Michele continues to develop her skills and knowledge including the completion of the Certificate in Human Resource Development from Bentley College.

CALENDAR OF EVENTS

Meetings

April Meeting

April 24 – Change Management with Michele Rocray

May Meeting

May 29 - Dealing with Employee Relations' Triple Demons with Tom Saltonstall

June Meeting

June 19 – Legal Update with Katherine Hesse

Meetings are held at the Holiday Inn, Route 132 Hyannis at 7:30 a.m.

Other Events

SHRM Tri-State Conference

April 17 and 18th, Foxwoods Resort Casino, Ledyard, CT
www.tristatehrm.com

IPMA-HR Eastern Regional Conference

May 11-14 *Resort and Conference Center at Hyannis* (Formerly Four Points Sheraton Hyannis Resort) • www.ipma-er.org

MEMBERSHIP

Don't forget to join or renew your membership for the 2007 – 2008 year. Rates are \$60/\$165. For more information contact Laura Johnson, Membership Chair at ljohnson@shepleywood.com or 508-862-6291.

SCHOLARSHIPS AVAILABLE

The Scholarship Reimbursement Program is available to CCHRA members and students who are residents of Cape Cod, pursuing education in the human resources field. For members, up to \$200 per fiscal year is available to attend any scholarship committee-approved HR-related workshop, course, or conference or an industry-specific workshop. For students (members qualify), scholarship funds can be used for CCHRA membership and meetings and/or for human resources-related books and coursework (up to \$100 per school year). Apply today at www.cchraonline.com. ■

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