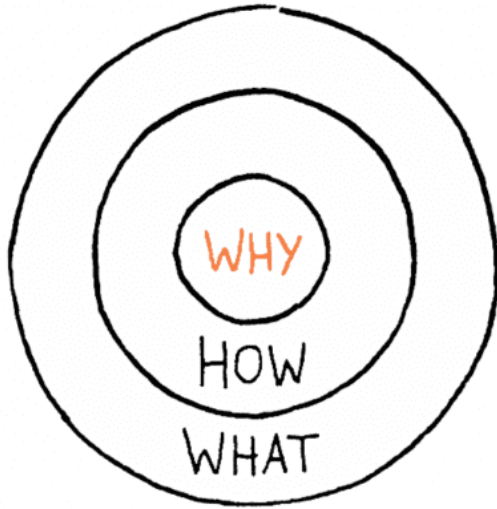


SUCCESSION PLANNING FOR MN CITIES

Preparing for Continuity, Leadership & Knowledge Transfer



TODAY'S DISCUSSION



- **Why succession planning matters**
- **Getting started**
- **Common pitfalls**

A COMMON CITY STORY

CITY HALL

WHY SUCCESSION PLANNING MATTERS NOW

Aging workforce and increasing retirements



Competition for talent



Rising expectations



Tight budgets



Loss of institutional knowledge

THE RISKS OF DOING NOTHING

- Service disruptions
- Delayed projects
- Loss of institutional knowledge
- Higher turnover and recruitment costs
- Reduced public confidence

KEY BENEFITS



Workforce planning
and bench strength



Proactive planning



Employee
engagement



Organizational
readiness



Knowledge transfer

SUCCESSION PLANNING = RISK MANAGEMENT

- Maintains continuity
- Preserves institutional knowledge
- Prepares future leaders

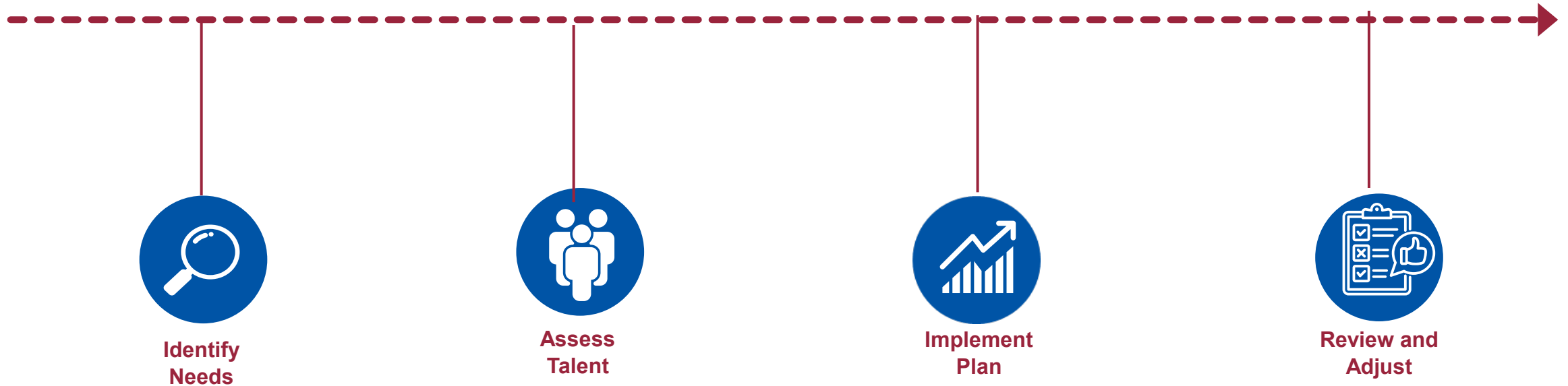
YOUR ROLE

Right
people

Right
skills

Right
time

A Simple Succession Planning Framework



AVOID THESE PITFALLS

Leadership & culture pitfalls

- Lack of leadership buy-in
- Failure to develop a culture that supports growth and knowledge-sharing
- Presenting succession planning as guaranteed promotion.

Process Pitfalls

- No secret lists — communicate openly
- Avoid favoritism and “like-me” selection
- Don’t treat succession planning as a one-time project
- Integrate the process into everyday operations

START SMALL



- Identify critical positions
- Document key knowledge
- Cross-train employees
- Start development conversations

*Thank
You!*

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