

### IMPROVING THE PERFORMANCE BY EFFECTIVE SUCCESSION PLANNING

#### Introduction

It can be the case that the performance in an area of the University is adversely affected when experienced staff are not available to undertake their duties, in particular where there are long term absences, where projects have finished and teams have been disbanded, or where staff on short contracts are not replaced, and also in instances where for a number of reasons managers don't develop staff and teams appropriately.

This Masterclass will look at the reasons why it is important to ensure there is effective succession planning in Universities, at the difficulties involved in achieving this in a university, and at the personal challenges and skills required to ensure it happens

#### Aims

- To understand the benefits that effective succession planning can bring to a university
- To examine what are the main difficulties involved in effective succession planning
- To enable participants to construct a succession plans for their areas including producing the associated implementation and evaluation plans
- To identify the key skills and behaviours required by managers in ensuring succession plans are successfully delivered

The workshop will be delivered by Bibby Rumbelow Ltd, a consultancy and training company which specialises in work-based learning and employer engagement. Bibby Rumbelow Masterclasses are well established and have an excellent reputation in universities throughout the UK. Full of practical tips, hints and opportunities to practise new skills and share experience, the Masterclasses are suitable for those new to universities as well as the experienced practitioner who is looking to review and improve current approaches.

For further information about the content of the workshops please call or email [enquiries@bibbyrumbelow.com](mailto:enquiries@bibbyrumbelow.com) or call 01858 880 801