

Ohio's Talent Tomorrow and Beyond

May 19, 2011



Project Summary

To support agency leadership in their human capital and succession planning needs, this project includes the following deliverables:

1. Develop succession planning framework that defines key aspects, outcomes and processes.
2. Develop supporting tools, processes and templates for a succession planning framework.
3. Identify links to DAS/agency/other learning and development opportunities for key positions.
4. Identify key linkages to other supporting agency HR processes and systems.
5. Create a manager's toolkit.

Project Goal

The project objective is to provide a recommended framework for succession planning to identify, assess and develop the required talent needed for future leadership and key positions. Conditions of satisfaction include:

1. Project completed in six weeks.
2. Project will offer a manager's toolkit for the identified deliverables in six weeks.
3. Project will offer a strategy to support agency workforce planning and leadership development.

Project Outcome

The following are specific project features that are applicable to the deliverables:

1. Each of the processes may be customized, adapted or modified based the agency's business needs.
2. Each process shall be clearly documented in the manager's toolkit with instruction and visuals.
3. The manager's toolkit including documented processes shall be posted on the DAS website and made available to all agencies.

Project Benefits

A comprehensive succession process to identify and mobilize Ohio's resources is more apparent and necessary today due to a pending exodus of 6,989 employees statewide, or approximately 16% of the state's total workforce. With the potential loss of key knowledge and skills an improved way to prepare individuals for future roles and responsibilities is apparent. Succession Planning is a process that will support offices in identifying key positions, the current and future knowledge, skills, and abilities individuals need to be successful in that position, and assessment of current office talent to fulfill those roles to ensure business continuity. At the end of this process each office will have a comprehensive pool of talent to draw upon to meet current and future office needs.

Project Team

For more information about this project, contact team members:

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