

CENTER FOR CREATIVE LEADERSHIP

SUCCESSION PLANNING

**AN ANNOTATED BIBLIOGRAPHY
AND SUMMARY OF
COMMONLY REPORTED
ORGANIZATIONAL PRACTICES**

Lorrina J. Eastman

Succebion Planning An Annotated Bibliography And Summary Of Commonly Reported Organizational Practices

J Rink



Succession Planning An Annotated Bibliography And Summary Of Commonly Reported Organizational Practices:

Succession Planning Lorrina J. Eastman, 1995 Succession planning assures the continuity of an organization's leadership by developing candidates for key management positions This report provides 1 a summary of selected works on succession planning for positions in middle to upper management 2 a general understanding of the nature and extent of succession planning for human resources managers and executives and 3 practical literature on succession planning Each article in the report either provides practical suggestions for succession planning for a broad range of management positions or focuses on the developmental component of succession planning The report consists of two sections the first contains an annotated bibliography which summarizes 56 articles and books on succession planning The second section describes 11 themes which organize the commonly reported practices in succession planning SR

Succession Planning and Management: A Guide to Organizational Systems and Practices David Berke, 2005-06-24 The purpose of succession related practices is to ensure that there are ready replacements for key positions in an organization so that turnover will not negatively affect the organization's performance CCL first published an annotated bibliography on succession planning in 1995 That bibliography focused primarily on the link between succession and management development This bibliography has a broader scope it is an update and expansion commensurate with the maturation of this area of practice In addition to linkages between succession and development we also consider representative literature on CEO succession high potentials and succession systems and architecture It is hoped that those who use this bibliography will find resources that help them in conceptualizing planning and implementing effective succession systems in their organizations

Succession Planning and Implementation in Libraries: Practices and Resources Deards, Kiyomi D., 2014-03-31 As the baby boomer generation begins to retire the focus shifts to the next generation of global leaders in diverse industries Within the field of library science succession planning has become a topic of interest to ensure the success of future libraries as the workforce shifts and enable up and coming leaders Succession Planning and Implementation in Libraries Practices and Resources provides valuable insight into the process of implementing succession planning in libraries This book delves into the challenges and possibilities of a succession plan's effect on the success of library organizations Human resources officers library administrators academicians and students will find this book beneficial to furthering their understanding of current practice in succession planning

Evaluating the Impact of Leadership Development Jennifer Martineau, Kelly Hannum, 2004 Approaching issues from an evaluative perspective enables leadership development professionals to consider multiple perspectives and draw lessons as a natural part of the way work is done

The Nature of Organizational Leadership Stephen J. Zaccaro, Richard J. Klimoski, 2002-02-28 The quality of an organization's top leaders is a critical influence on its overall effectiveness and continuing adaptability Yet little current research examines leadership within the context of organizational structure such as how leaders influence organizational performance in those key moments when an executive

s action is critical to driving the organization forward This book represents a significant contribution to the literature of leadership combining a contextual approach to organizational leadership with an in depth treatment of the cognitive social and affective dynamics underlying that leadership The Nature of Organizational Leadership using an interdisciplinary approach that draws from the work of scholars in both management and psychology provides a much need organizational perspective on the problems to confronted by top executive leaders and the requisite behaviors attributes and outcomes necessary to lead organizations effectively

The Succession Challenge Dean Fink, 2010-03-05 Throughout the world there is a perceived shortage of educational leaders Most investigations look at the issue as a problem of mathematical misalignment This book looks at the roots of the succession challenge internationally and more specifically through the eyes of present and potential leaders to suggest how enlightened approaches to succession management can ensure a steady supply of high quality educational leaders The author focuses on specific areas such as Basic issues of leadership succession demographic and generational roots of the succession crisis patterns of succession management and their implications successful succession practices from around the world Dean Fink is a best selling author of numerous books including Leadership for Mortals He is a widely travelled and popular consultant and presenter Dean is a former teacher school principal and senior official in Ontario Canada

Sustainable Leadership Andy Hargreaves, Dean Fink, 2012-06-27 In Sustainable Leadership Andy Hargreaves and Dean Fink address one of the most important and often neglected aspects of leadership sustainability The authors set out a compelling and original framework of seven principles for sustainable leadership characterized by Depth of learning and real achievement rather than superficially tested performance Length of impact over the long haul beyond individual leaders through effectively managed succession Breadth of influence where leadership becomes a distributed responsibility Justice in ensuring that leadership actions do no harm to and actively benefit students in other schools Diversity that replaces standardization and alignment with diversity and cohesion Resourcefulness that conserves and renews leaders energy and doesn t burn them out and Conservation that builds on the best of the past to create an even better future This book is a volume in the Jossey Bass Leadership Library in Education a series designed to meet the demand for new ideas and insights about leadership in schools

The Handbook of Multisource Feedback David W. Bracken, Carol W. Timmreck, Allan H. Church, 2001-06-21 The Comprehensive Resource for Designing and Implementing MSG Processes As organizations strive to make the best possible decisions on critical issues such as compensation succession planning staffing and outplacement they have increasingly turned to multisource feedback MSF for answers But while use of MSF or 360 degree systems has proliferated rapidly understanding of its complexities has not^{3 4} and many companies are moving forward with MSF amid a dangerous void of systematic research and discussion on this powerful process The Handbook of Multisource Feedback provides the most comprehensive compendium available of current knowledge and practice in MSF The volume s diverse group of contributors^{3 4} which includes renowned academics

practitioners and applied researchers^{3 4} represents the acknowledged thought leaders in the current and future practice of MSF Through their multiple perspectives they identify best practices in the design and implementation of MSF processes and offer key guidelines for decision making when using MSF The book offers solid grounding in the nuts and bolts of MSF data collection and reporting providing a process model that leads the reader step by step through each phase of an MSF system It details the developmental and decision making uses of multisource feedback describing MSF applications for improving executive development organization development and change teams performance management personnel decision and more And it addresses the realities of system forces that influence MSF processes including legal ethical and cross cultural issues The Handbook of Multisource Feedback will provide an ideal one stop reference for practitioners researchers consultants and organizational clients who need to understand the challenges of using multisource feedback The Editors David W Bracken is director of research consulting at Mercer Delta Consulting group LLC His twenty two years of practice have included multisource feedback systems individual and organizational assessments performance management and management development Carol W Timmreck is an organization development consultant at Shell Oil Company She is a cofounder of the Multisource Feedback Forum a consortium of organizations with active MSF processes Allen H Church is a principal consultant in management consulting services at PricewaterhouseCoopers specializing in multisource feedback systems and organizational surveys He is also an adjunct professor at Columbia University The complete guide to MSF systems Handbook of Multisource Feedback offers a comprehensive multiperspective look at the most current knowledge and practice in multisource feedback MSF systems Drawing from extensive research and practice a diverse group of distinguished contributors presents the best practices in the field and offers pragmatic guidelines for decision making at each step of design and implementation of an MSF process Contributors include David Antonioni Leanne E Atwater H John Bernardin Scott A Birkeland Walter C Borman David W Bracken Stephane Brutus W Warner Burke Allan H Church Jeanette N Cleveland Victoria B Crawshaw Anthony T Dalessio Maxine A Dalton Mark R Edwards Ann J Ewen James L Farr John W Fleenor Marshall Goldsmith Glenn Hallam Michael M Harris Sally F Hartmann Jerry W Hedge Laura Heft Mary Dee Hicks George P Hollenbeck Robert A Jako Richard Lepsinger Jean Brittain Leslie Manuel London Anntoinette D Lucia Dana McDonald Mann Carolyn J Mohler Kevin R Murphy Daniel A Newman David B Peterson Steven G Rogelberg James W Smither Jeffrey D Stoner Lynn Summers Carol W Timmreck Carol Paradise Tornow Walter W Tornow Catherine L Tyl

Managing People in Sport Organizations Alison Doherty, Peter McGraw, Tracy Taylor, 2009-11-04 Managing People in Sport Organizations provides a comprehensive overview of the theory and practice of managing people within a human resource management framework It provides the reader with the skills to understand and work with people in sport organizations and given the significant changes in sport organizations over the past twenty years it addresses the issues of managing organizational complexity and how human resources adds value Written by a team of expert authors it Provides a systematic

approach to managing people based on well established conceptual frameworks supported by substantial empirical research Analysis and explains how to understand and work with people in organisationally complex situations Outlines how HR can support organisational strategy positively impact performance and deliver sustainable success Designs a strategic human resource management plan that is effective sustainable and able to adapt to changing conditions Covers the key research findings in the key area of HR in sport With each chapter including learning objectives key issues international cases studies and supported by online PowerPoint slides Managing People in Sport Organizations is the definitive text for this crucial area of sports management

Leadership for Mortals Dean Fink, 2005-09-08 Overall and as one has come to expect from Fink this is a readable text that thinks outside the box of leadership theory I have no doubt that the text will be welcomed by many readers for an engaging style that places human interest at the heart of the discourse in the field Mark Brundrett writing in Educational Management Administration and Leadership It is a must read for those in educational leadership roles in schools both to gain invaluable insights and to draw on a framework for individual reflection Professor Brent Davies University of Hull I enjoyed reading this book The combination of critical reflection of his experience in the light of relevant literature makes for a lively and thought provoking book I was going to say little book because at times I would have liked to have read more But on the other hand it is the sort of book one the academic and the leader could read in one sitting enjoy and come back to for some ideas I recommend you to do so ESCalate This book provides a refreshing alternative to the rhetoric about superheads and mavericks that has been prevalent in some of the recent discourse about leadership Dean Fink draws heavily upon the work of Andy Hargreaves Michael Fullan and his own research with Louise Stoll so some of the ideas are familiar However what makes Leadership for Mortals interesting is the way in which he untangles the complexities of leadership by using genuine examples alongside the theory Dean Fink s writing is accessible and his anecdotal style should resonate with his intended audience of current and prospective leaders LDR The Magazine for School Leaders This book is a welcome antidote to the notion of school leaders as heroic figures Dean Fink s commitment to enhancing the life chances of young people shines through the pages Kate Myers Times Educational Supplement With great wisdom and insight Dean Fink invites us into his leadership stories to masterfully illustrate that school leadership is no longer a person but an intricate network of mortals working together to enhance learning experiences for students They are truly leaders of learning where commitment to successful learning for all students is the locus of their passion perseverance and persuasion Balanced with connections to respected leadership literature this lucid and eloquent book will inspire current and future school leaders to reflect and develop their leadership practice to higher levels of effectiveness An outstanding and optimistic read for all school leadership mortals practitioners and scholars alike I enjoyed it immensely David Eddy Director First time Principals Programme The University of Auckland Practitioners will find this book at the same time reassuring and challenging Fink includes stories of leadership that highlight effective strategies and some approaches that have gone wrong They are real and ring true and

therefore credible and instructive Ken Thompson Principal Gladstone Park Secondary College Australia A great story about schools and their leaders progressing towards a knowledge driven world and the roads they choose to travel Building sustainable communities of practice and the credible and varied examples of how the combination of leadership behaviour and enabling and disabling processes can make or break a successful school are clearly illustrated in Leadership for Mortals A significant read for all aspirant and accomplished leaders Jenny Lewis Executive Officer Australian Council for Educational Leaders Dean Fink brings together a wealth of learning from his own experience as a leader and learner to provide some powerful messages This is a well informed book with a strong theoretical basis but it is also personal and real making sense of educational leadership in a way that is both profound and down to earth School leaders in the UK and elsewhere will find inspiration reassurance and challenge in this book Steve Munby Chief Executive National College for School Leadership Grounded in solid knowledge base and profound lived experience Dean Fink s Leadership for Mortals provides deep insights on how ordinary practitioners could become great and sustainable leaders of learning Fink s book is not a quick fix how to do it manual It stimulates us to reflect on education leadership both as a personalized value laden journey and an art as well as reminds us of the imperative issues of extraordinary commitment effort and determination in making a difference on leading students and teachers learning This is a must read book for aspiring and serving leaders in the field of education Professor John Chi kin Lee Dean of Education The Chinese University of Hong Kong Hong Kong Its style is conversational and unpatronizing yet it makes powerful statements about the key components that contribute to successful leadership It is always practical and readers will come away from this book knowing they have learned something that they will be keen to try out for themselves Readers will recognise leaders good and bad that they have come across at times being reassured that they are getting it right and at others despairing as they identify situations in which they too got it wrong Fink s writing makes it clear that leadership is not exact science He reminds us that although we are mortals with good mentoring and better training our own potential has a better chance of being realised and that this is the best way to enable our students to achieve their own potential Journal of Research in International Education Leadership in recent years has become a growth industry Politicians demand more of it academics decry the lack of it and potential school leaders are deciding to hell with it we are making the business of leadership so complicated that we seem to need John Wayne at his mythological best or Xena the Warrior Princess to run a school Most educational leaders are not heroic but rather ordinary people who through extraordinary commitment effort and determination have become extraordinary and have made the people around them exceptional Educational leadership is more art than science it is more about character than technique it is more about inspiration than charisma it is more about leading students and teachers learning than the management of things This resource for prospective and practising school leaders motivates and inspires addresses the challenges of contemporary school leadership presents a model for leadership development selection and succession challenges existing and prospective

leaders to develop and live by a set of core values based on students learning describes and explains the learnings required by effective leaders of learning describes the intellectual tool kit that leaders can develop describes the trajectories through which leaders proceed and the learnings required at each stage of the leaders evolution presents a template for leadership development and succession

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