

Creating a Leadership Pipeline



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The Myths of Succession Planning



Session Overview

- Examine myths of succession planning
- Compare performance and potential concepts
- Explore steps in designing a leadership pipeline

philosophy

Define. Assess. Develop.

- Define leader competencies
- Assess potential
- Develop the whole leader



DEFINE

- ✓ What **knowledge** is necessary to lead in your organization?
- ✓ What **skills** are necessary to lead in your organization?
- ✓ What **abilities** are necessary to lead in your organization?

ASSESS

High Performance	<ul style="list-style-type: none">• Regularly exceeds expectations• Lacks skills for success at higher level	<ul style="list-style-type: none">• Sets standard of excellence in role• Model leadership candidate
Low Performance	<ul style="list-style-type: none">• Little-to-no aptitude• Weak, unsatisfactory performance	<ul style="list-style-type: none">• Above-average aptitude• Inconsistent performance
	Low Potential	High Potential

ASSESS

FEEDBACK

IS THE BREAKFAST OF CHAMPIONS.

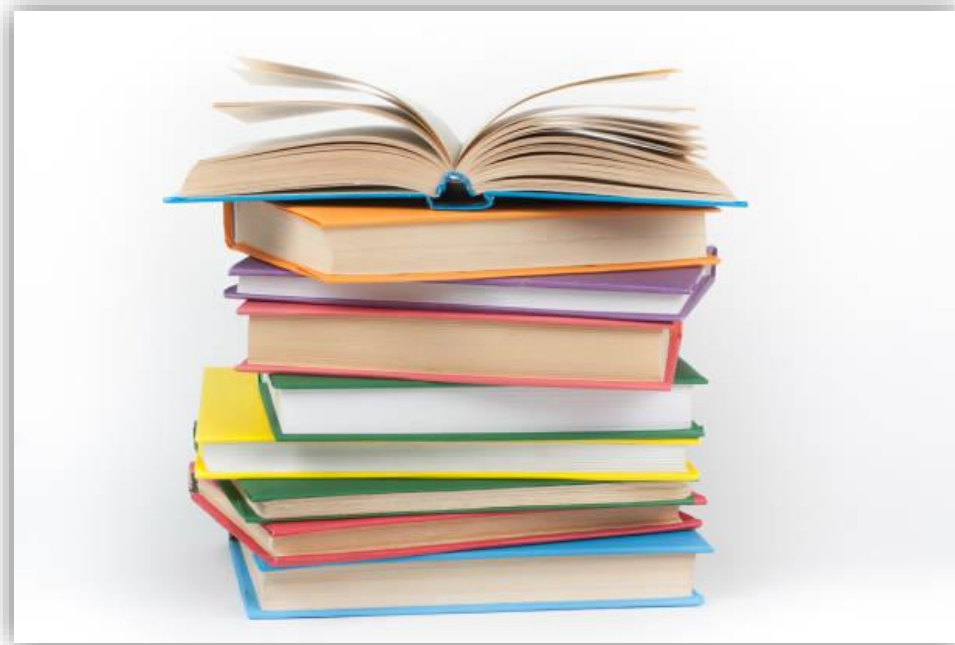
-KEN BLANCHARD

DEVELOP



- ❖ Learning
- ❖ Experiencing
- ❖ Planning
- ❖ Reflecting
- ❖ Mentoring
- ❖ Coaching
- ❖ Assessing

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Philosophy

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