

## Succession Planning Discussion – Host Yvonne Horton

Here is a snap shot of our discussion

1. I shared the story of Kermit the Frog. Jim Henson, Kermit's creator and voice died unexpectedly and the company was devastated. They were devastated, not only because of Henson's death but that was compounded with the knowledge that there was no plan in place. After a great deal of anguish and deliberation it was learned that Jim Henson's son, had the voice of Kermit and Miss Piggy.
2. Succession planning defined- a systematic plan to ensure continuity off effectiveness in all key positions.
  - a. Who can step up to assume your role as Department Head?
  - b. How have you shared your knowledge of the county and its key leaders?
3. Work to transfer organizational knowledge
  - a. Consider the implicit knowledge that you have about your county government process
  - b. This is the knowledge that you cannot write down.
4. Sessions comments/concerns
  - a. Concerns expressed over bringing retirees back to fill short-term backfills
  - b. A number of people talked about how they learned about their counties and that they were more straightforward and inclusive in their leadership
  - c. Applauded the opportunities to serve in liaison roles however there was concern expressed over the short term nature of those roles.