

Succession Planning

Urban Water Institute

February 17, 2022

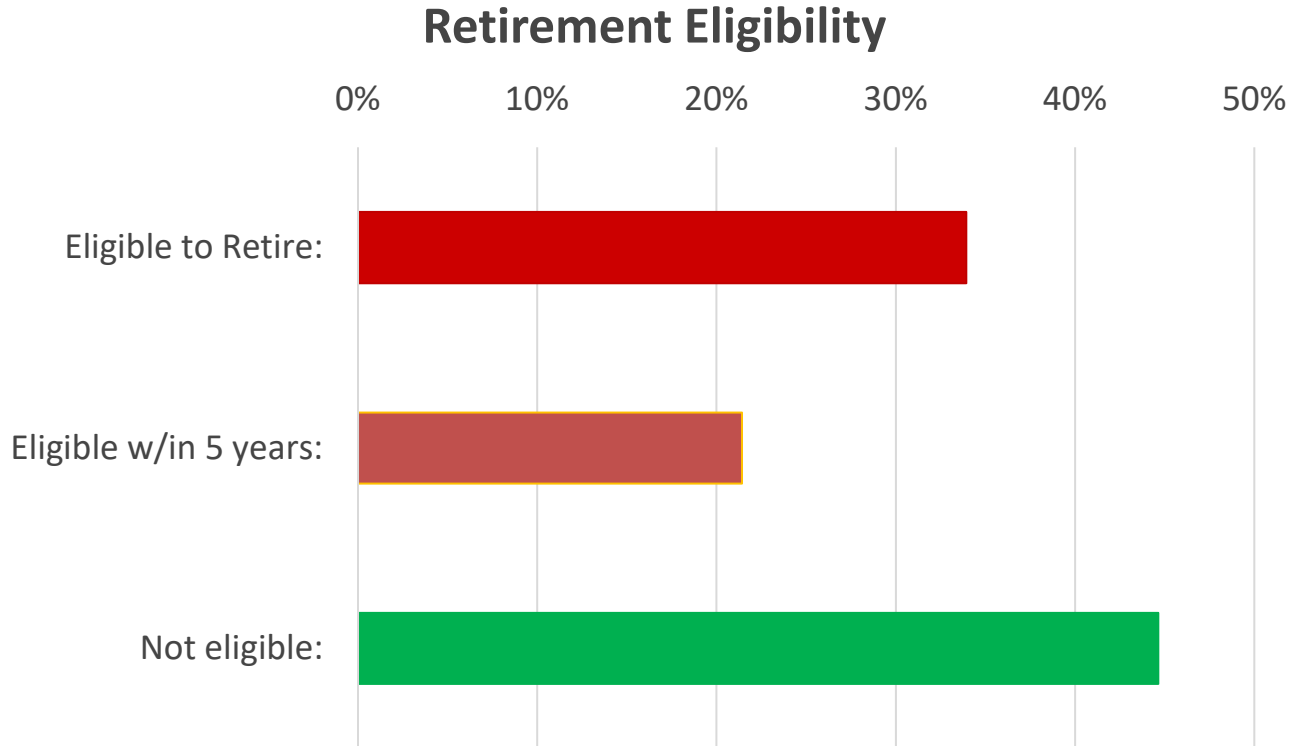


Why Have a Succession Plan?

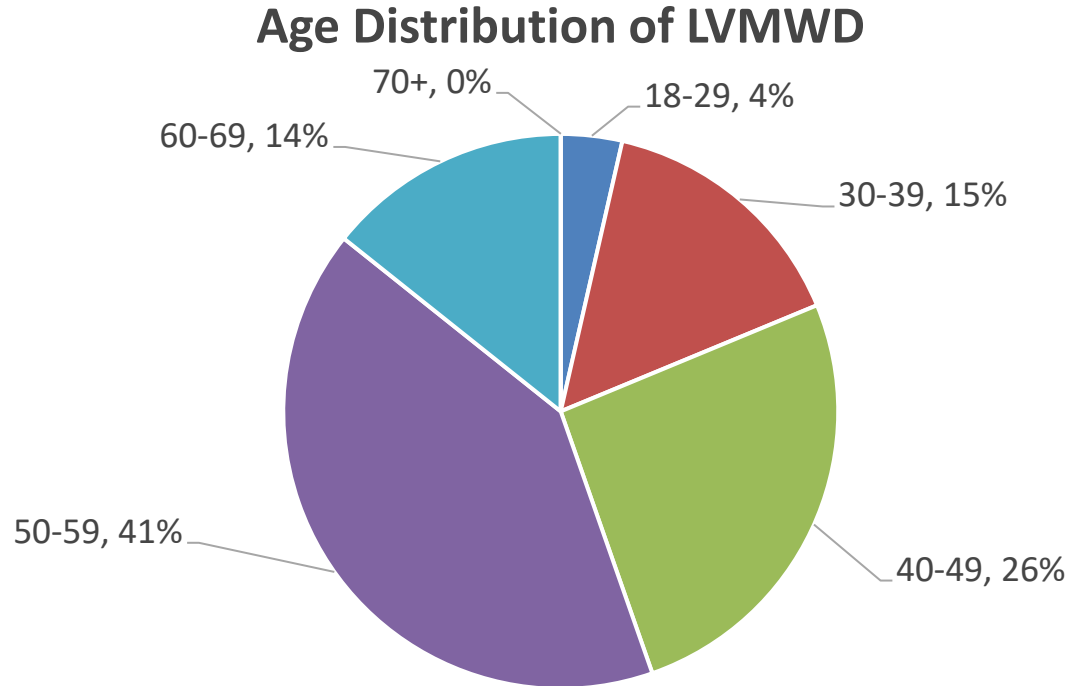
- Ensure Business Continuity
 - Retirements
 - Changing demographics
- Provide Develop Opportunities
 - Expanded training
 - Develop/enhance career paths



Key District Demographics 2018



Key District Demographics 2018



Succession Plan Strategies

- Attraction
- Retention
- Knowledge Sharing



Succession Planning Strategies

- Attraction Initiatives
 - Promote a Positive Reputation
 - How can we promote and enhance our reputation?
 - Maintain and Enhance Proactive Outreach
 - How do we engage prospective employees to join the organization?
 - Promote Benefits of the District
 - How do we remain competitive and attractive to job seekers?



Succession Planning Strategies

- Retention Initiatives
 - Provide a Positive Workplace Culture
 - What is workplace culture?
 - How do we create a positive workplace culture?



Succession Planning Strategies

- Retention Initiatives
 - Provide Staff Development Opportunities
 - What is the need for professional development?
 - How can we achieve this when we have so much to do?



Succession Planning Strategies

- Retention Initiatives
 - Workplace Benefits
 - Competitive, Tangible, and Intangible



Succession Planning Strategies

- Knowledge Sharing Initiatives

- Formalize Program to Transfer Knowledge

Power is gained by
sharing knowledge,
not hoarding it.

- Implement processes and programs to ensure that knowledge is shared and transferred between employees.



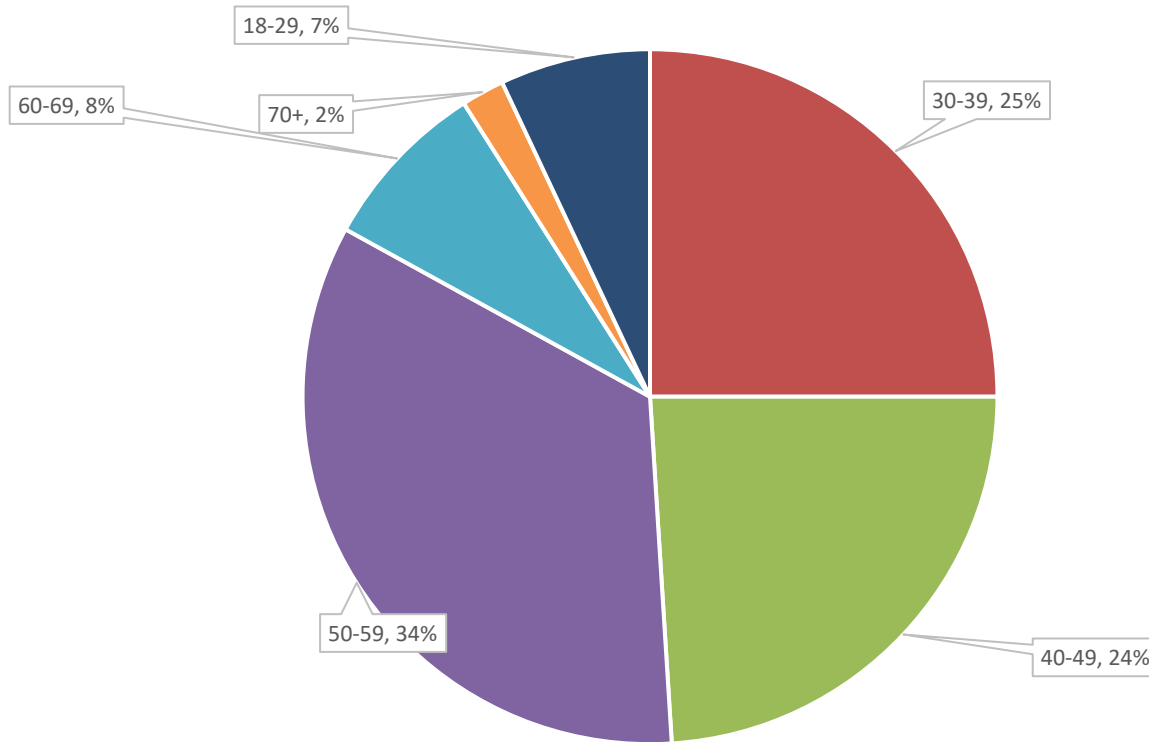
Succession Planning Strategies

- Knowledge Sharing Initiatives
 - Provide Opportunities for Training
 - Ensure adequate employee training opportunities
 - Employee Onboarding
 - Create a formalized onboarding process to familiarize the new employee with the District, it's benefits, history, and other important information.

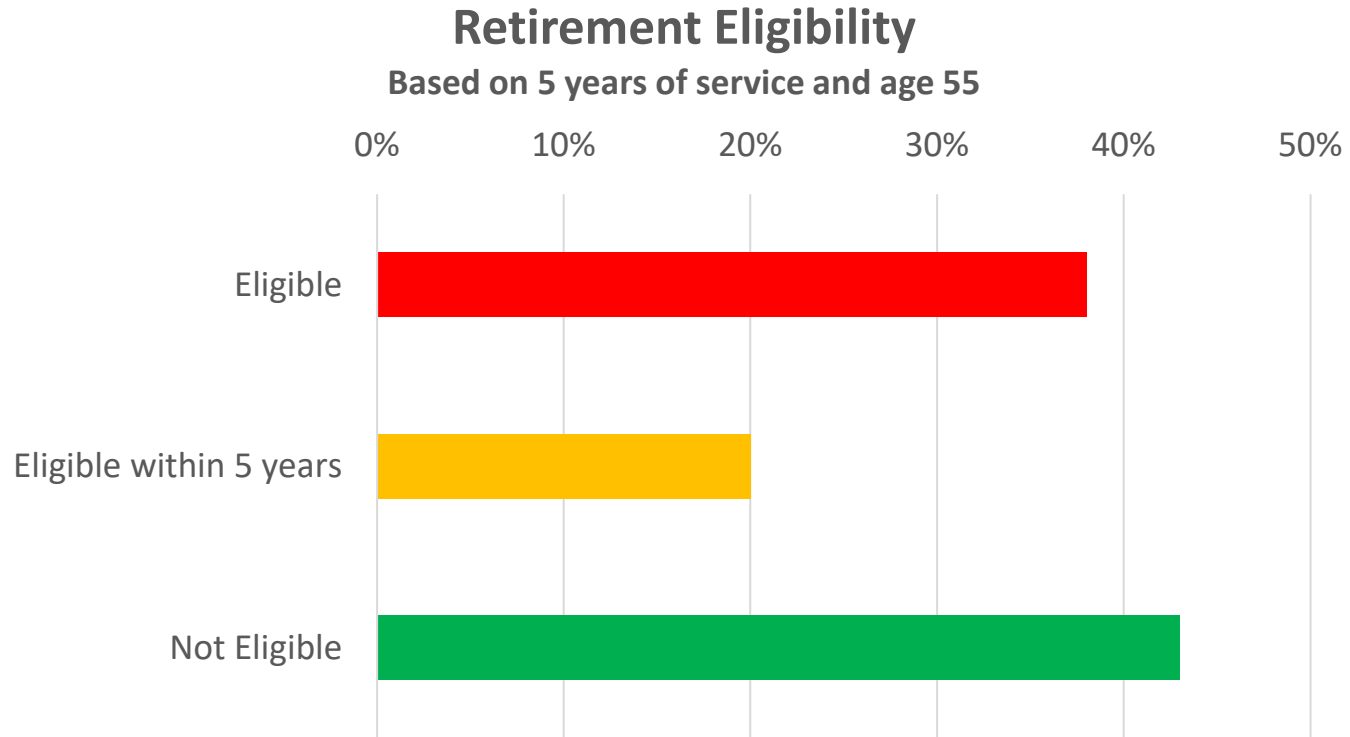


District Demographics Today

Age Distribution of LVMWD



District Demographics Today



Succession Plan Takeaways

- Succession planning involves everyone
- Be honest about what you can accomplish
- Make succession planning part of your culture
- Succession Planning = Life Long Learning

