

WICSEEC 2018

Bridging the Gap

Succession Planning

with all Generations



Christian Maddy & Elise Topliss
Colorado



Where Do You Identify?

www.pollseverywhere.com

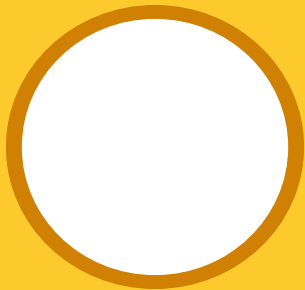
Workforce Makeup



Knowledge Loss



Generations



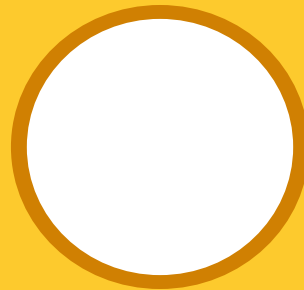
Gen Z

(1997 - 2012)



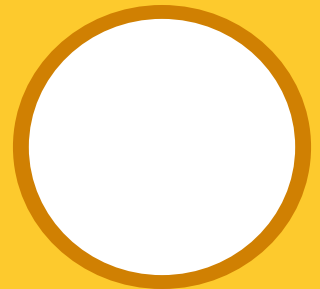
Gen Y

(1981 - 1996)



Gen X

(1965 - 1980)



Boomer

(1946 - 1964)

Workforce Makeup



Knowledge Loss



Generations

5%

Gen Z

(1997 - 2012)

35%

Gen Y

(1981 - 1996)

33%

Gen X

(1965 - 1980)

25%

Boomer

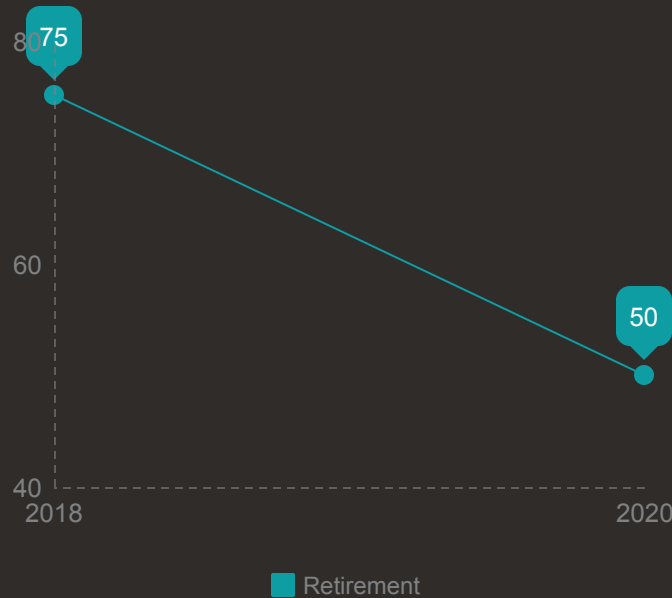
(1946 - 1964)

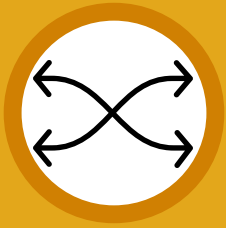


Talent Risk # 1

Baby Boomer Retirement

"25 Million baby boomers will retire by 2020"





Talent Risk #2

Millennial Tenure

"43% of Millennials will leave their job within 2 years "

Ethics

Diversity
&
Flexibility

Professional
Development



Risk/Cost Potential

Effects

Average Turnover Cost

$$\$64,000.00 \times 20\% \text{ eligible for retirement} = \$1,536,000.00$$

55% of CSS
Professionals leaving,
left within 2 years



71% of Denver Dept.
of Human Services
left within 2 years



Values

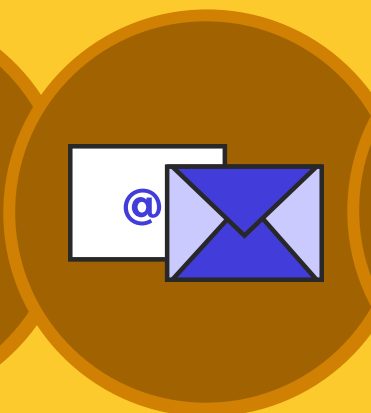
Start Planning for the Risk



Gen Z



Gen Y



Gen X



Boomers



Workforce Readiness

5 Step Action Plan

The five-step
Workforce Readiness
Action Plan relies on
the following transfer
principles



1

Value

Business Value
Business Objectives



2

Environment

Encouraging



3

Incentives

Why



Workforce Readiness

5 Step Action Plan

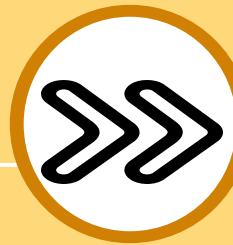
The five-step
Workforce Readiness
Action Plan relies on
the following transfer
principles



4

Process

Innovation
Standardization
Consistency



5

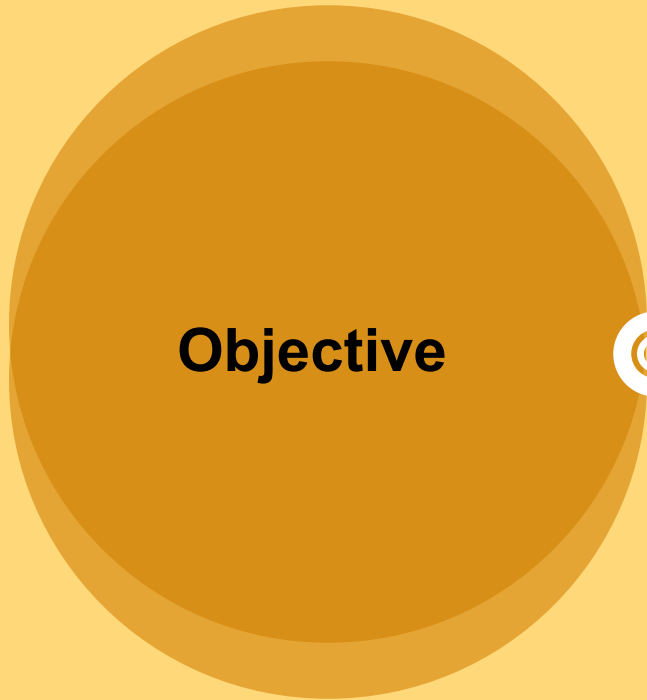
Immediate

Planning



Workforce Readiness

Tool Kit



1

Essential

Personnel/Positions



2

Skill

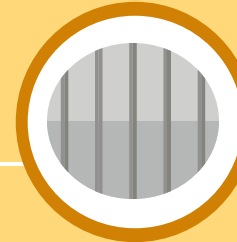
Identification



3

Future

Planning



4

Safeguarding

Knowledge

1

Toolkit

Step 1 - Personnel/Positions

Identifying Critical Position Questionnaire



1 Business Drivers



4 Skills Sets



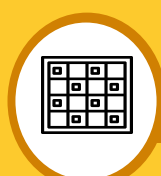
7 Essential Positions



2 Key Implications



5 Service Delivery



8 Instrumental Positions



3 Occupational Groups



6 Critical Influence



Toolkit

Step 3 - Future Planning

Knowledge



Job Aids • Procedures • Training • Best Practices

Task Inventories • Project Mgmt Software • Action Plan/Visual Aid



Toolkit

Step 4 - Safeguarding Knowledge

Professional
Development
Opportunities

Recruitment



Toolkit

Step 5 - Metrics

1. Action Plan
Implementation

2. Employee
Satisfaction &
Performance

3. Recruitment



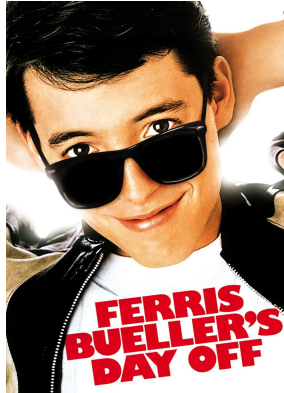


**"If there is an entire generation struggling,
maybe it's not them"**

-Simon Sinek

**CHRISTIAN
MADDY**

Denver County Child
Support



**ELISE
TOPLISS**

State of Colorado Child
Support

Contact us:

Christian.Maddy@denvergov.org

Elise.Topliss@state.co.us

Citations

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