

Succession Planning Demystified

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offers practical advice to help people create a sound financial plan that helps them save money avoid debt and maintain good credit while saving for retirement and a child s college tuition

in the updated edition of this critically acclaimed and bestselling book microsoft project veteran scott berkun offers a collection of essays on field tested philosophies and strategies for defining leading and managing projects each essay distills complex concepts and challenges into practical nuggets of useful advice and the new edition now adds more value for leaders and managers of projects everywhere based on his nine years of experience as a program manager for internet explorer and lead program manager for windows and msn berkun explains to technical and non technical readers alike what it takes to get through a large software or web development project making things happen doesn't cite specific methods but focuses on philosophy and strategy unlike other project management books berkun offers personal essays in a comfortable style and easy tone that emulate the relationship of a wise project manager who gives good entertaining and passionate advice to those who ask topics in this new edition include how to make things happen making good decisions specifications and requirements ideas and what to do with them how not to annoy people leadership and trust the truth about making dates what to do when things go wrong complete with a new forward from the author and a discussion guide for forming reading groups teams making things happen offers in depth exercises to help you apply lessons from the book to your job it is inspiring funny honest and compelling and definitely the one book that you and your team need to have within arm's reach throughout the life of your project coming from the rare perspective of someone who fought difficult battles on microsoft's biggest projects and taught project design and management for mste microsoft's internal best practices group this is valuable advice indeed it will serve you well with your current work and on future projects to come

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this book provides an easily understood approach to implementing a successful strategic planning process and how to avoid the mistakes that hinder successful planning this book provides a planning approach that works for business non profit and government organizations the key indicators for a poor or failing strategic plan the four major elements required for successful planning a clear explanation and instruction on how to create a mission statement and the goals objectives and strategies that support the mission the importance and value of good performance measurements that disclose an organization s success the various analysis tools that reduce uncertainty and provide the information needed for making good decisions extensive samples for mission goal objective strategy and performance statements explanation of strategic planning in plain english an approach that validates the organizational structure and prevents mission creep the author has 16 years of strategic planning experience in government and five years in the private sector as a business mentor his direct experience with planning disclosed what works and what does not work in implementing and conducting strategic planning the reader will come away with a detailed

understanding of how to implement strategic planning

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this book which is designed for human resource hr practitioners details the principles and applications of succession planning shows how succession planning is conducted and explains its place in relation to other hr processes and business priorities the introduction describes the book s intended audience and provides a brief overview of the book s contents section 2 includes the following items 1 definition of succession planning the process by which one or more successors are identified for key posts and career moves and or development activities are planned for the identified successors 2 list of things organizations want from succession planning improved job filling active development of longer term successors auditing of the organization s talent pool and fostering a corporate culture and 3 key linkages between succession planning and other business strategies the following are among the topics discussed in sections 3 7 1 the mechanics of succession planning 2 succession and hr strategy 3 integration of succession with assessment job filling organizational development and individual employees development 4 supporting and embedding succession and 5 determining whether succession planning is meeting the challenge section 8 presents 13 practical tips for implementing succession planning case examples from published studies are appended the bibliography lists 35 references

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gain a comprehensive view of fundamental management issues with this textbook that underpins theory with practical guidance

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