

SUCCESSION DEVELOPMENT



"I tell people I'm too stupid to know what's impossible. I have ridiculously large dreams, and half the time they come true."

Debi Thomas

BACKGROUND



Riverside County Department of Public Social Services has many bright, talented, and enthusiastic employees who can be encouraged and developed into long term productive staff.

We need to reduce turnover and retain qualified staff who might consider moving toward other career paths in areas outside of the County.

OBJECTIVES



Our goal with Succession Development is to recruit, identify, train, develop, and retain staff by providing them with the tools and resources needed to further their career growth. We will provide 13 basic core training and development classes designed to prepare our existing staff for future career and promotional opportunities within the County.

MARKETING



**Up, Up and Away!
The sky is the limit!**



COMING SOON!
Succession Development

"Don't tell me the sky is the limit when there are footprints on the moon."

** One hour per week for thirteen weeks on us.**

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MARKETING



Where do I go from here?



COMING SOON!

Succession Development

*"The person who follows the crowd will usually go no further than the crowd.
The person who walks alone is likely to find themselves in places no one has ever been before."*

** One hour per week for thirteen weeks on us.**

REGISTRATION



SUCCESSION DEVELOPMENT REGISTRATION REQUEST

August 28, 2014 through November 20, 2014
Wednesdays from 8:30 AM to 9:30 AM in the GAIN Conference Room

DATE _____ SUPERVISOR _____

NAME _____

DEPARTMENT _____

OFFICE _____ PHONE _____

CURRENT DPSS POSITION _____

PROMOTIONAL POSITION DESIRED _____

MY GOALS FOR PARTICIPATING IN THESE CLASSES ARE: (Please complete all 5)

- 1.
- 2.
- 3.
- 4.
- 5.

Employee Signature Date

Supervisor Approval Date

SUCCESSION DEVELOPMENT AGENDA



☞ Week 1 – Introductions, Regional Manager, Guest Speakers TBD

☞ Week 2 – Guest Speakers TBD

☞ Week 3 – Guest Speakers TBD

“Real stories from real people talking about their own career experiences.”

SUCCESSION DEVELOPMENT AGENDA



- ❧ Week 4 – Taking Control of My Career
 - ❧ Know that the power to change is in your own hands.

- ❧ Week 5 – Setting SMART Goals and FAQs about positions and testing
 - ❧ Discuss the importance of goals and objectives and the difficulties setting and meeting them.

- ❧ Week 6 - Preparing and Updating my resume
 - ❧ Stand out by having an exemplary resume that is crafted for the position, and accurately describes who you are.

SUCCESSION DEVELOPMENT AGENDA



- ❧ Week 7 - Selecting and Working With a Mentor.
 - ❧ A personal developmental relationship in which a more experienced/knowledgeable person helps guide a less experienced/knowledgeable person.

- ❧ Week 8 - Preparing a PowerPoint Presentation and Presentation Skills Workshop.
 - ❧ How to prepare and present a topic to an audience.

- ❧ Week 9 - Interview Skills Workshop
 - ❧ Interviewing isn't easy. What can you do to increase your odds of getting the offer?

SUCCESSION DEVELOPMENT AGENDA



- ❧ Week 10 – Mock Panel Interviews and Presentation.
 - ❧ Actual interviews based on their immediate SMART Goal.

- ❧ Week 11 – Workplace Behavior
 - ❧ Workplace ethics and behavior are a crucial part of employment.

- ❧ Week 12 – The Art of Managing Up.
 - ❧ Keeping your boss informed, being proactive, and having solutions.

SUCCESSION DEVELOPMENT AGENDA



Week 13 – Managing My Reputation.

- ✧ Maintaining or getting your good name back is not always easy, but it can be done, with patience, determination, and perseverance.

RESULTS



- ❧ 170 participants since 1/2012.
- ❧ 165 participants completed the program.
- ❧ 75+ participant promotions
- ❧ Promotions included OA II, OA III, ET I, ET II, ET III, ES, ESC I, ESC II, SRESC, Program Specialist, Admin Analyst, Social Worker, Purchasing, Probation, and many other positions.

TESTIMONIALS



- ❧ “I was so eager to obtain A job that I didn’t have THE job in mind. I wasn’t focused. Once we had a direction in which to guide ourselves I found my way.”
- ❧ “It was after the presentations that my frustrations and insecurities began to shrink. I realized I was not on the wrong career path and that in most cases of success there was time, patience, and strategic career planning needed.”
- ❧ “After the interview I sent a thank you note and asked for a critique as we were taught in Succession. We talked about what I did right and what was missing and I gained the respect of the Supervisor who saw me now in a different light. I interviewed again for the same position with confidence and got the job.”

TESTIMONIALS



- ❧ “Never did it cross my mind how much these classes would change my life. After several classes I found myself to be more confident about my future, and motivated to strive for a great position with the County.”
- ❧ “Succession Development prepared me and gave me the tools to excel.”
- ❧ Succession Development helped me transform my resume, allowed me to learn how to successfully complete a job interview, and helped me to create goals that I am now achieving.”

THANK YOU!



"I am convinced that nothing we do is more important than hiring and developing people. At the end of the day you bet on people, not on strategies."

~Lee Iacoca