Record Nr. UNINA9910649062803321 Autore Berke David Titolo Succession planning and management: a guide to organizational systems and practices / / David Berke Greensboro, N.C., : Center for Creative Leadership, c2005 Pubbl/distr/stampa **ISBN** 1-281-00109-0 9786611001094 1-932973-63-X Edizione [1st edition] Descrizione fisica vii, 52 p CCL;; no. 353 Collana Disciplina 016.6584/0711 Soggetti Executive succession - Planning Chief executive officers - Selection and appointment Career development Lingua di pubblicazione Inglese **Formato** Materiale a stampa Livello bibliografico Monografia Note generali Bibliographic Level Mode of Issuance: Monograph Includes bibliographical references and index. Nota di bibliografia Nota di contenuto Intro -- Table of Contents -- Preface -- Introduction -- CEO Succession -- Development -- High Potentials -- Succession Systems and Architecture -- Conclusion -- Author Index -- Title Index. Sommario/riassunto The purpose of succession-related practices is to ensure that there are ready replacements for key positions in an organization so that turnover will not negatively affect the organization's performance. CCL first published an annotated bibliography on succession planning in 1995. That bibliography focused primarily on the link between succession and management development. This bibliography has a broader scope; it is an update and expansion, commensurate with the maturation of this area of practice. In addition to linkages between succession and development, we also consider representative literature on CEO succession, high potentials, and succession systems and architecture. It is hoped that those who use this bibliography will find

resources that help them in conceptualizing, planning, and

implementing effective succession systems in their organizations.