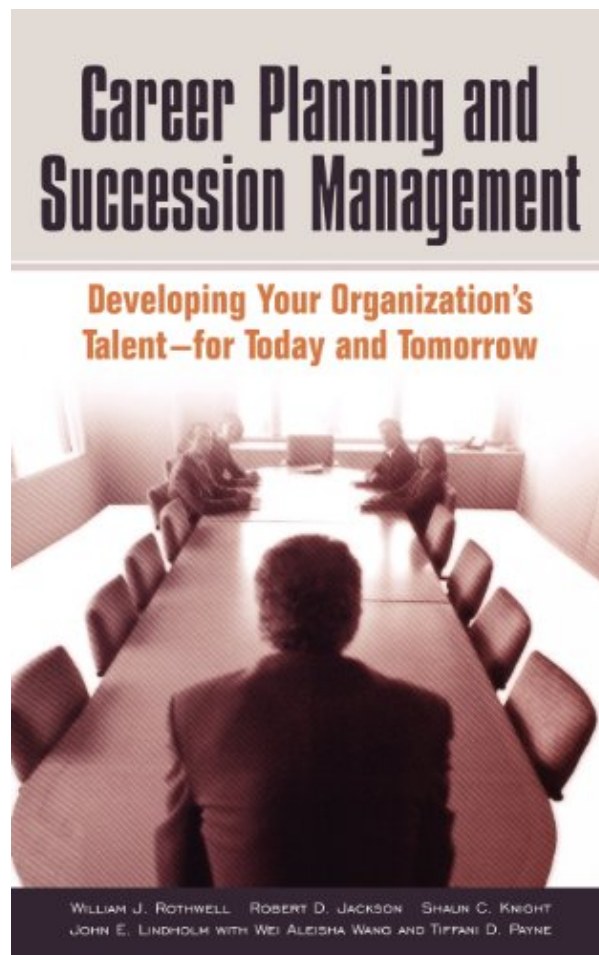


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# Career Planning and Succession Management

**Developing Your Organization's  
Talent—for Today and Tomorrow**



WILLIAM J. ROTHWELL ROBERT D. JACKSON SHAUN C. KNIGHT  
JOHN E. LINDHOLM WITH WEI ALEISHA WANG AND TIFFANI D. PAYNE

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## Review

"[S]hows human resource professionals and other corporate leaders how to create a link between succession and career development programs to prevent top performers from leaving, balance the needs of promoting from within versus bringing in new talent, and deal with the unexpected retirements in an age of corporate scandal." - Reference & Research Book News

## About the Author

WILLIAM J. ROTHWELL is Professor-in-Charge of the Workforce Education and Development program in the Department of Learning and Performance Systems at Pennsylvania State University and President of Rothwell and Associates, a full-service consulting firm specializing in succession planning and management. He is the author, coauthor, or editor of over 50 books and dozens of articles on human resource management, training, and development. As a consultant, he has worked with a broad array of organizations in the public, private, and nonprofit sectors in the United States and internationally.

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Many organizations are scrambling to prepare for an expected wave of retirements. Almost twice as many job openings are occurring from people retiring as from economic expansion—a direct function of a steadily aging workforce. The implications for businesses, government agencies, nonprofits, and educational institutions are enormous, as organizational leaders maneuver to fill the talent pipeline. In this context, organizations are stepping up their investments in career planning (training and development programs to help employees hone their skills and qualify for advancement) and succession management (programs designed to ensure the continuity of leadership). To date, however, these programs have generally been treated in isolation.

Drawing from a survey of 1,000 human resource practitioners and a wide variety of case examples, the authors demonstrate how to create that crucial link between succession and career development programs—developing one's organization's talent from the bottom up and the top down simultaneously. Featuring numerous diagnostics, checklists, and other interactive elements, Career Planning and Succession Management will become an indispensable guide for leaders and human resource professionals looking to align individual and organizational goals and ensure their economic future.

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To date, these programs have generally been treated in isolation, and the combined effects of attracting, developing, and grooming talent from the bottom up and the top down are being lost. Drawing from the authors' decades of research and practical experience, a survey of 1,000 human resource practitioners, and examples from a wide variety of organizations, Career Planning and Succession Management shows readers how to create that crucial link between succession and career development programs. Showcasing the most current theory and practice, the book address such hot-button issues as: how to prevent top performers from leaving, how to balance the competing needs of promoting from within versus bringing in new blood, and dealing with unexpected retirements in an age of corporate scandal. Featuring numerous diagnostics, checklists, and other interactive elements, Career Planning and Succession Management will become an indispensable guide for leaders and human resource professionals looking to align individual and

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old news

By MZ JONZ

I have a copy that is missing the dust cover so its really dull looking. Its outdated as far as what's going on in todays economy, so some references are really ridiculous, like predicting that in 2010 there will be more jobs than people to fill them. I am not sure why this book was chosen for my talent development class.

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By Dawn Forsman

The book is acceptable as a text for the Career Planning for Counselors class at Indiana State University.

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