

Succession Planning

and the Emerging Generations

Are you preparing your organization for the management challenge of the future?

How will the young people of today emerge as the leaders of tomorrow? As Baby Boomers begin their march to retirement, they are being replaced by a cohort of people having a radically different take on leadership. The younger generations challenge the traditional ways that most organizations promote and develop leaders. They are unwilling to work the long hours and "sacrifice for the corporate good." At the same time, they are confronting what they perceive as archaic management practices and want to leave their mark on the establishments of the future.

Succession Planning and the Emerging Generations is a unique program focused on how your organization can ensure tomorrow's success by integrating the aspirations of young professionals with the wisdom of veteran managers. Based on extensive research and interviews, this program reveals the values and expectations of those who will assume responsibility in your organization. Like it or not, they will be our leaders of tomorrow and have more to offer than one might imagine.



- How to sell senior leaders on the value of mid-management succession.
- Why young leader grooming begins with orientation and how to engage and develop and retain long-term.
- How to engage the spirited young contributor who has education and skills, but lacks experience & wisdom.
- How to turn a blunt-speaking, action-oriented young contributor into an polished aspiring leader.
- Why emerging contributors are skeptical of traditional leadership initiatives and how to model these values effectively.
- Why the transition to a new position is the most critical part of succession planning and what to do to facilitate this change.
- Why emerging contributors are declining leadership roles that require long hours and a life out of balance and how to manage this perception.
- What firms are doing to focus the impatience of young leaders toward the longer-term goal of being a well-rounded contributor within the enterprise.
- How to measure the success of your succession program and ensure its longevity.

The bottom line . . .

Management succession planning is a consistently over-looked organizational challenge. Proactively identifying and grooming young contributors ensures a smooth transition in all corporate functions.

To check availability . . .

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What others are saying...

"FASTSIGNS is all abuzz about Bob!"

Claire Billingsley
FASTSIGNS International

"I know you had the attention of our members because I heard you quoted time after time throughout the rest of the convention."

Donna Stollfus
Rocky Mountain Association of Fairs

"You were a terrific success. Judging by the questions and number of people taking notes, your comments were right on target."

Henry Bergson
National Electrical Manufacturers
Representatives Association

"You definitely struck a chord with the audience. Excellent Job!"

Georgia Foley
Specialty Tools & Fasteners Distributors
Association

"I'll bet I had 15 people come up to me and express appreciation for what you shared."

Harry Norris
National Confectioners Logistics Council

About your presenter...

Bob Wendover has been researching and writing about workforce transition issues for more than 25 years. He is the award-winning author of *Business-to-Business Selling and the Emerging Generations*, *Crossing the Generational Divide*, *High Performance Hiring*, *Recruiting for High Performance*, *Two Minute Motivation*, and *Figure It Out!*, among other publications. He appears regularly in national and local media and has conducted more than 1500 seminars and workshops. But he's no "sage on the stage." He was conducting interactive keynotes way before the term was coined. That's the type of session at which Bob has become a master. He's spoken everywhere from the towers of Wall Street to the outback of Alaska. He will entertain you. He will inform you. But most important, he will provide tailored solutions that are easy to implement.



Bob Wendover

Clients Include

- Alegent Health
- American College of Healthcare Executives
- Association for Manufacturing Technology
- Chevron USA
- Children's Hospital Association
- Citigroup
- CITGO
- Colorado Rockies Baseball Club
- Construction Users Roundtable
- Dairy Queen
- Dematic
- Deutsche Bank, NA
- Energy Generation Conference
- FASTSIGNS
- First Trust Corporation
- IBM
- Idaho Power Company
- IGA -Supervalu
- Intel Corporation
- Kaiser Permanente
- KPMG
- Major League Baseball
- McLane
- Mighty Auto Parts
- Otter Tail Power Company
- Parker Hannifin
- Providence Health
- Salt River Project
- Sartorius
- Shell Oil
- State Farm Mutual Insurance
- Super 8 Motels
- University of Industrial Distribution
- Westar Energy
- And numerous associations, government agencies and educational institutions.