

# Coursework



EssayBox

## **Succession Planning as part of Mission, Vision, and Strategy**

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### **Aligning Succession Plan for LSN with its Mission and Vision**

A succession plan refers to the making of a business strategy that can enable organizations to pass leadership roles from one employee to another as individuals or groups of individuals. This process of planning further contributes to the smooth running of the businesses without any disruption, only after the important personalities have shifted towards grabbing newer opportunities, phase of retirement, or even passing away (Kenton, 2022). For aligning the succession plan with the mission and vision of LSN, it is first important to be clear about who the successors are so that it can be ensured that they all possess similar values. After this, efforts will be made to develop the successor's potential so that their commitments, as well as long-term goals, can be effectively accomplished. They can also be provided with the required ranges of training and development sessions so that the successors can take up the leadership roles and enable LSN to reach its vision as and when desired.

### **Aligning the Succession Plan with LSN's Strategy**

The succession plan can be aligned with LSN's strategy by first of all trying to identify the roles played by the employees and their core competencies so that they can be rightfully positioned within the company workforce by duly considering the long-term goals, objectives, and values as well. The ever-changing needs of the workforce must also be identified concerning their strategic objectives, organizational challenges faced by them, and market trends among others. The employees with the best working capabilities and leadership skills can be selected as the potential successors from among the lot and must then be provided with the opportunity to hold leadership positions and work on their overall development and growth (Linkedin, 2023). The leadership skills of the successors also need to be identified effectively for setting the most feasible succession plan, such as in this case, the ones to be holding the positions of Sales Director (Middle East), Director of Research and Development (R&D), VP Headquarters Operations, Executive Director (North American Division), and Director of Finance. LSN can further implement the tools of SWOT analysis, workforce planning, and other competency models for obtaining a better view of the workforce's needs so that its strategies can be effectively aligned with succession planning. The plan must be effectively communicated among the employees, shareholders, as well as board members of LSN to ensure transparency in the work procedure, especially in enforcing the succession planning within the workforce.

### **Application of Strategic Thinking in LSN's Succession Planning Process**

The key position that needs to be filled by the organizations must be properly identified at the initial stage so that the efforts of succession planning can be effectively prioritized besides emphasizing the potential successors' grooming based on their key roles. In this context, it needs to be noted that strategic thinking

refers to the manner, in which a business' fundamental drivers can be approached along with the conventional thinking being challenged with the setting up of discussion sessions among the stakeholders, especially the employees. The alignment of strategic thinking with the succession planning process considers being aware of the shape and potential of the workforce (Effective Governance, 2023). In this case, Sales Director (Middle East), Director of Research and Development (R&D), VP of Headquarters Operations, Executive Director (North American Division), and Director of Finance are the positions of LSN that had been taken into due consideration. Besides, through the application of strategic thinking, the company can work on the overall evaluation of its current, as well as future needs along with the identification of the required competencies for attaining success in varied ranges of leadership positions.

## References

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