

PREPARE THEM FOR THE FUTURE

Succession Planning for your employees and the
organization



95% of contractors have trouble finding skilled workers

🕒 December 14, 2017 👤 Anastasios Koutsogiannis 📁 Construction Industry



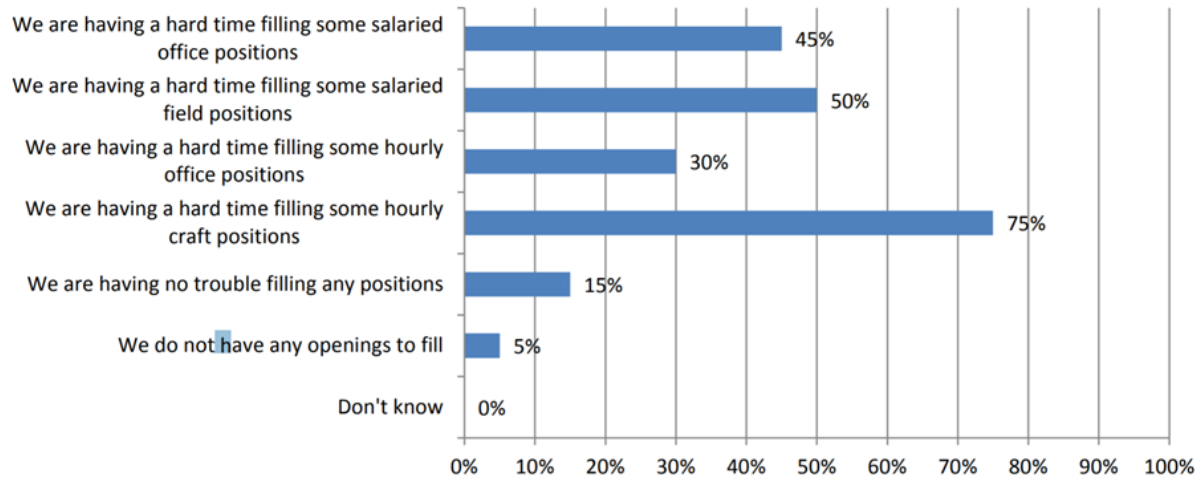
BRIEF

92% of employers say skills shortage affects productivity, job satisfaction

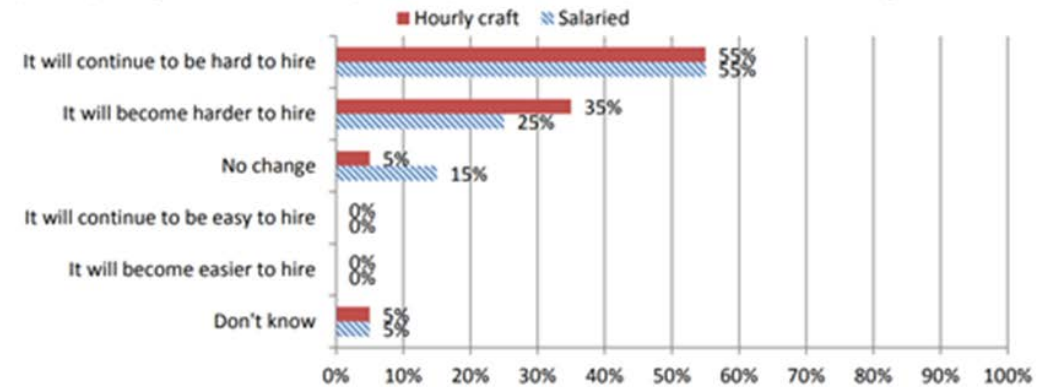
By Valerie Bolden-Barrett • Jan. 31, 2018

2017 Workforce Survey Results
Arizona Results

4. How would you describe your current recruitment situation?



7. Do you expect any changes in the availability of hourly craft or salaried personnel over the coming 12 months?



Harvard
Business
Review

ECONOMY

Employers Aren't Just Whining – the “Skills Gap” Is Real

by James Bessen

AUGUST 25, 2014

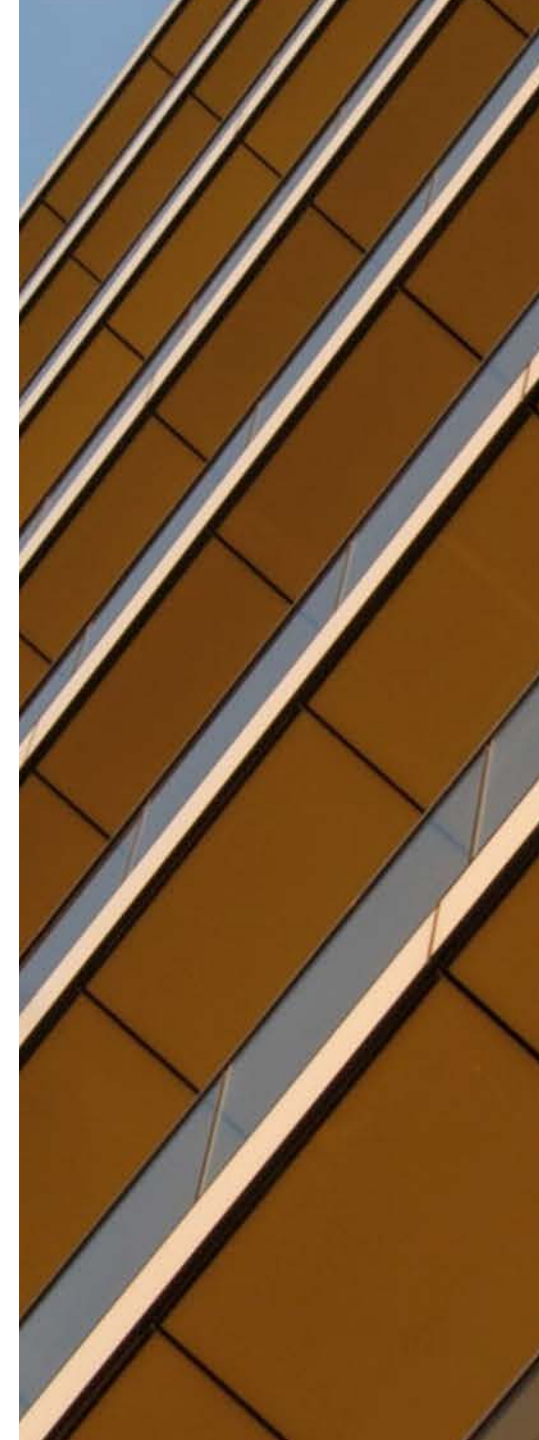
Harvard
Business
Review

DEVELOPING EMPLOYEES

The Solution to the Skills Gap Could Already Be Inside Your Company

by Eben Harrell

SEPTEMBER 27, 2016





1

SUCCESSION

PLANNING...

...Is not a response to
opportunities

...Creates opportunities



alan

wall

FRANK



SAUL

KEITH

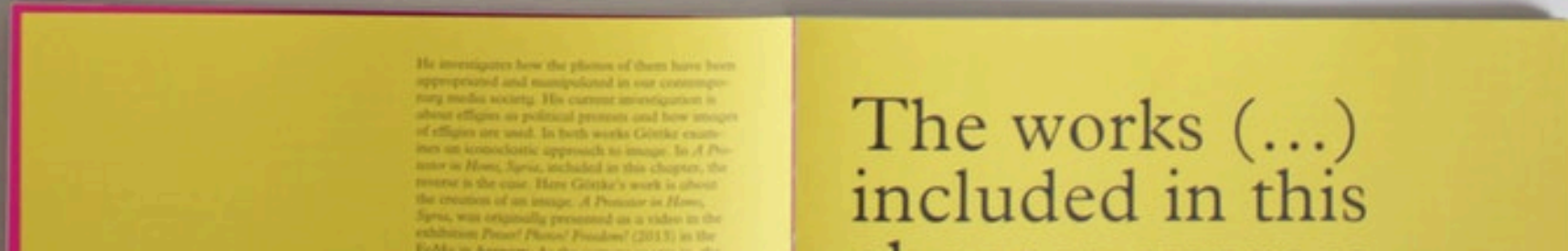




LESSONS

LEARNED

- Keep a mental list
- Ask them
- Lose to win



He investigates how the photos of them have been appropriated and manipulated in our contemporary media society. His current investigation is about effigies as political protest and how images of effigies are used. In both works Götzke examines an iconoclastic approach to image. In *A Portrait in Honey, Syria*, included in this chapter, the reverse is the case. Here Götzke's work is about the creation of an image. *A Portrait in Honey, Syria*, was originally presented as a video in the exhibition *Private Photos? Freedom?* (2013) in the KoMuseum, Amsterdam. *Portrait in Honey, Syria*

The works (...) included in this

1

2

SUCCESSION

PLANNING...

...speak the language

...know your numbers

...create the framework



Ready Now

Ready Next

Not Ready



Know your numbers

Number of Employees Eligible to Retire (80 points/65 years) Per Year												
	Current ## FTE	2017	2018	2019	2020	2021	2022	2023	2024	2025	2026	Retirement Potential
Electric	28	4	2	2	0	1	1	1	0	1	1	13
Plumbing	22	2	0	0	1	0	0	1	1	0	2	7
HVAC Refrigeratio	18	3	0	1	1	1	0	0	0	1	0	7
BAS/Controls	16	1	1	0	1	0	0	0	0	2	0	5
Plants	22	1	2	0	1	4	0	3	0	0	2	13
Sheet Metal	20	2	1	1	0	0	1	0	1	0	2	8
Paint	23	7	1	0	1	1	1	1	0	1	2	15
Carpentry	26	9	0	2	0	1	1	1	1	0	0	15
Masons	8	1	0	1	1	2	0	0	1	1	0	7
	Current FTE	2017	2018	2019	2020	2021	2022	2023	2024	2025	2026	Total Percentage
Electric	28	14%	7%	7%	0%	4%	4%	4%	0%	4%	4%	46%
Plumbing	22	9%	0%	0%	5%	0%	0%	5%	5%	0%	9%	32%
HVAC Refrigeratio	18	17%	0%	6%	6%	6%	0%	0%	0%	6%	0%	39%
BAS/Controls	16	6%	6%	0%	6%	0%	0%	0%	0%	13%	0%	31%
Plants	22	5%	9%	0%	5%	18%	0%	14%	0%	0%	9%	59%
Sheet Metal	20	10%	5%	5%	0%	0%	5%	0%	5%	0%	10%	40%
Paint	23	30%	4%	0%	4%	4%	4%	4%	0%	4%	9%	65%
Carpentry	26	35%	0%	8%	0%	4%	4%	4%	4%	0%	0%	58%
Masons	8	13%	0%	13%	13%	25%	0%	0%	13%	13%	0%	88%
	Current FTE	2017	2018	2019	2020	2021	2022	2023	2024	2025	2026	
Electric	28	24	22	20	20	19	18	17	17	16	15	
Plumbing	22	20	20	20	19	19	19	18	17	17	15	
HVAC Refrigeratio	18	15	15	14	13	12	12	12	12	11	11	
BAS/Controls	16	15	14	14	13	13	13	13	13	11	11	
Plants	22	21	19	19	18	14	14	11	11	11	9	
Sheet Metal	20	18	17	16	16	16	15	15	14	14	12	
Paint	23	16	15	15	14	13	12	11	11	10	8	
Carpentry	26	17	17	15	15	14	13	12	11	11	11	
Masons	8	7	7	6	5	3	3	3	2	1	1	

Gap Analysis

Name	Technical Strengths	Character/Culture Strengths	Gaps

Professional Development

- Technical
- Leadership



3

SUCCESSION

PLANNING...

...Is not hard

...Is not time consuming

...Is what a leader does – even
when

your organization isn't



A white keyboard, a black laptop, and a black pen are positioned on a bright yellow background. The keyboard is in the upper left, the laptop is in the lower left, and the pen is in the bottom center. The text is contained within a white box with a yellow border on the right side of the image.

Ideas

- Professional Association Offerings
- Dale Carnegie
- Toastmasters
- Podcasts
- You Tube
- Ted Talks



BUILD RELATIONSHIPS

QUESTIONS?



Mark St. Onge
Utilities
University of Arizona

Jenna Elmer
HR
University of Arizona