Succession Planning
for Public Entity Risk Pools

Do you have sufficient talent on board to meet your future goals?

With risk pool complexity growing, baby boomers retiring in droves, and employee engagement and longevity in question, succession planning is more critical than ever.

Succession Planning Process
Aras Performance Group recommends a three-phase process for succession planning.

Phase 1: Assess

1. Confirm Vision
   - Ensure that you have identified your pool’s desired future state, along with the opportunities and challenges you expect to face.

2. Identify Key Roles
   - List all roles that are critical to your pool’s future success—not just leadership, but also functional and technical roles.

3. Determine Competencies
   - Think in terms of your future vision. Consider character traits and values. Consider both soft and hard skills.

4. Assess Internal Candidates
   - Look to employees with both high performance and high potential. Use objective tools to assess them on the competencies.

Phase 2: Position

Internal Process and/or External Process

1. Identify Competency Gaps
2. Assess Risk of Loss
3. Create Development and Retention Plan
4. Develop Recruitment Strategy
5. Recruit and Assess Candidates
6. Hire and On-board Successors

For external recruiting, Aras partners with retained search firm Capstone, Inc.

www.capstone-inc.com
518.783.9300
Phase 3: Transition
Perhaps the most critical step in the process is often overlooked: managing the transition and ensuring success—for the pool, its members and other stakeholders, and the individual in the new role.

About Aras
Aras Performance Group helps organizations and their employees reach peak performance.

Core services include:
- leadership development
- executive coaching
- team building
- strategic planning
- performance measurement
- change management
- succession planning
- customized training

Aras Performance Group was founded by Betty DiMaria, former Chief Performance Officer of the Public Employer Risk Management Association (PERMA) of New York State. While an AGRiP member, DiMaria served on the Membership Practices Committee. Per retired AGRiP CEO Harold Pumford, “Betty’s tenure on our signature Membership Practices Committee to identify and define ‘best practices’ and audit member applications for recognition for compliance with those standards, set her apart from other members. She exhibited the capacity to think forward as to challenges and issues to face pooling and what new best practices would be required to maintain success, despite how drastically the business environment might change.”

To learn more:

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