

# PREPPING FOR THE FUTURE

SUCCESSION PLANNING IS KEY WORKFORCE STRATEGY

## REASONS TO CREATE A SUCCESSION PLAN TODAY



Developing strong leaders  
requires long-term thinking



Taxed leaders =  
taxed workforce

## 4 KEY ELEMENTS OF SUCCESSFUL SUCCESSION PLANNING



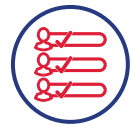
Make developing  
people part of  
leadership culture



Build a system  
for internal talent  
development



Think globally about  
needs and move  
people strategically



Start early  
to build diverse  
pipeline

## WATCH OUT FOR:



### DELAY

often pushed until  
the need is urgent



### OVERLOAD

trying to do too  
much too quickly



### RUSH

hurrying to fill positions  
can compromise quality  
of candidates

A recent [Advancing Health podcast](#) dives into creating a successful succession plan — where to begin and how to bring your organization along. To help hospital and health systems develop and grow the next generation of leaders as well as strengthen the health care workforce, the AHA has created a series of resources. Learn more at [www.aha.org/succession-planning-guide-help-hospitals-and-health-system-leaders-plan-future](http://www.aha.org/succession-planning-guide-help-hospitals-and-health-system-leaders-plan-future).

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