

A DOC GUIDE TO INTEGRATING LEARNING AND DEVELOPMENT AND SUCCESSION PLANNING



Learning Goal 1: Enhance Operational Efficiency



Learning Goal 2: Strengthen Cross-DOC Collaboration



Learning Goal 3: Attract and Engage New Learners



Learning Goal 4: Create the Leaders of Tomorrow



Learning Goal 5: Build Subject Matter Experts

By integrating learning and development into succession planning, DOC can effectively attract and retain talent within its workforce. This approach ensures that by planning for succession, we also offer upskilling opportunities for career advancement.

The process below will help you think through some key considerations and strategies to incorporate learning and development best practices into your succession planning efforts. This approach also fosters the cultivation of a diverse group of supervisors and leaders, empowering us to execute a broader mission at DOC.

Succession Planning Framework: Pathway to the Future

Establish Succession Planning & Management Strategy

- Reviews the Learning and Development Strategic Training Plan to ensure succession plan alignment.
- Engage different stakeholders to build internal and external partnerships that encourage collaboration and knowledge sharing.

Key Initiatives:

Collaborate with the Succession Planning team, Chief Learning Officers Council, and Employee Resource Groups to promote knowledge sharing.

Determine Leadership Key Position Demands

- Facilitate activities tailored for supervisors and managers to prepare individuals for key positions.
- Conduct competency mapping to outline specific skills, behaviors, and attributes for success in leadership and key positions.

Key Initiatives:

Conduct talent assessments, map competencies, and provide cross-functional training for supervisors and managers.

Evaluate Talent

- Establish a competency framework outlining the skills, knowledge, and behaviors required for success in various roles.

Key Initiatives:

Conduct training needs assessment, establish mentoring and coaching programs, and provide individual development plans.

Mobilize and Develop Talent

- Enhance Department-wide leadership development offerings.
- Design learning journeys, providing employees with pathways for advancement.
- Expand continuous learning resources to enable employees to build mission critical skillsets.

Key Initiatives:

Supports Department-wide leadership development programs (SLS, WHLDP, EIG, CXO). Provide opportunities for cross-training and job rotations.

Ingrain a Succession Mindset

- Foster a culture of continuous learning by encouraging employees pursuing ongoing development opportunities.
- Develop metrics to monitor program effectiveness, focusing on talent retention, and successor readiness for critical positions.

Key Initiatives:

Support continuous learning by utilizing the Commerce Learning Center (CLC) and promoting various Leadership Development Programs. (LDP).