



Managing Intellectual Capital

Through Effective Succession Planning

For trainers, supervisors, managers and administrators in public safety, emergency services and government

Presentation Topics Include:

Intellectual Capital, Work-Force Planning & Succession Planning Defined

Why Bother? – Examining the factors that make Succession Planning a “must” for healthy organizations.

Organizational Context for successful Succession Planning

- o Relationship to Mission & Values
- o Relationship to Strategic Planning
- o Relationship to Budgeting

Benefits & Elements of an Effective Succession Plan

Establishing a Succession Plan

Examples, Samples & a Basic Model

Instructor:

Captain Randy Barnes is a highly motivated commander with 25 years of progressive experience including 8 years as division commander. Captain Barnes is a creative and innovative leader who has accomplished many major capital and organizational projects through collaborative efforts. He is a proven communicator committed to principle-centered leadership, maximizing employee investment and organizational success. Captain Barnes has served as a faculty member in the Leadership Division at the Washington Criminal Justice Training Commission since 1995. He has been involved in the strategic planning and development for many of their ethical leadership, situational leadership, budgeting and mentoring programs. He is a graduate of the FBI National Academy and has served since 1999 as the Tactical Situations Commander for the area Regional Emergency Response Team.

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Randy Barnes receives high ratings from his peers as a leader, administrator and instructor

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Succession Planning*