



Workforce Excellence: An Introduction to Succession Planning

Organization, Personnel & Technology Committee

Item 6a

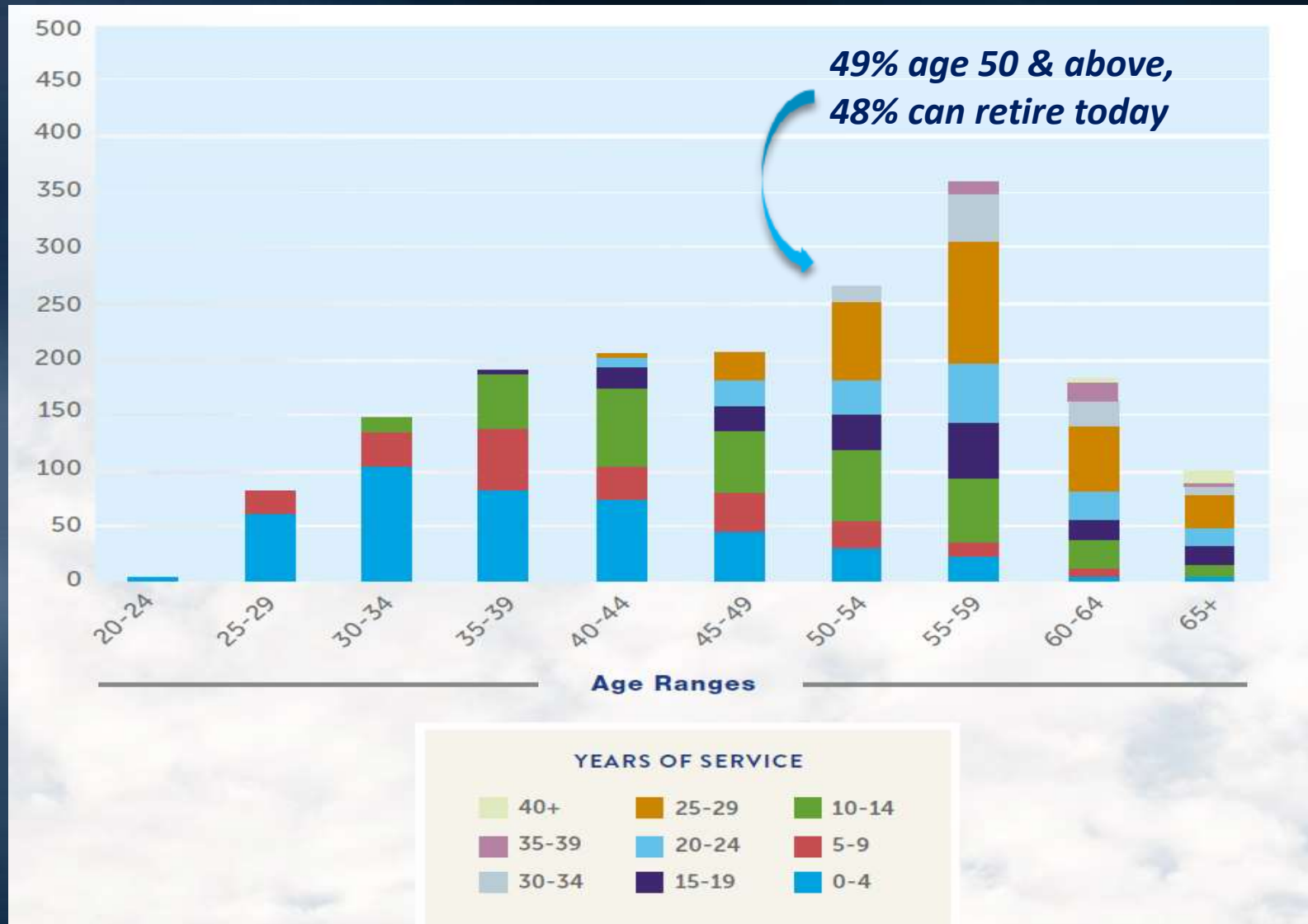
April 9, 2019

Succession Planning is Critical...Now

- Significant portion of workforce is over age **50**
- **48%** are eligible to retire, today...
- ...Yet a growing portion is also newer, with less than **5 years** at MWD

- *Succession Planning is not about hand-picking successors...it's about preparing the **entire workforce***

The MWD Workforce in 2018



The Elements of Succession Planning



TAPPING THE BEST

Attracting the right people, with the right talent, into critical roles at the right time

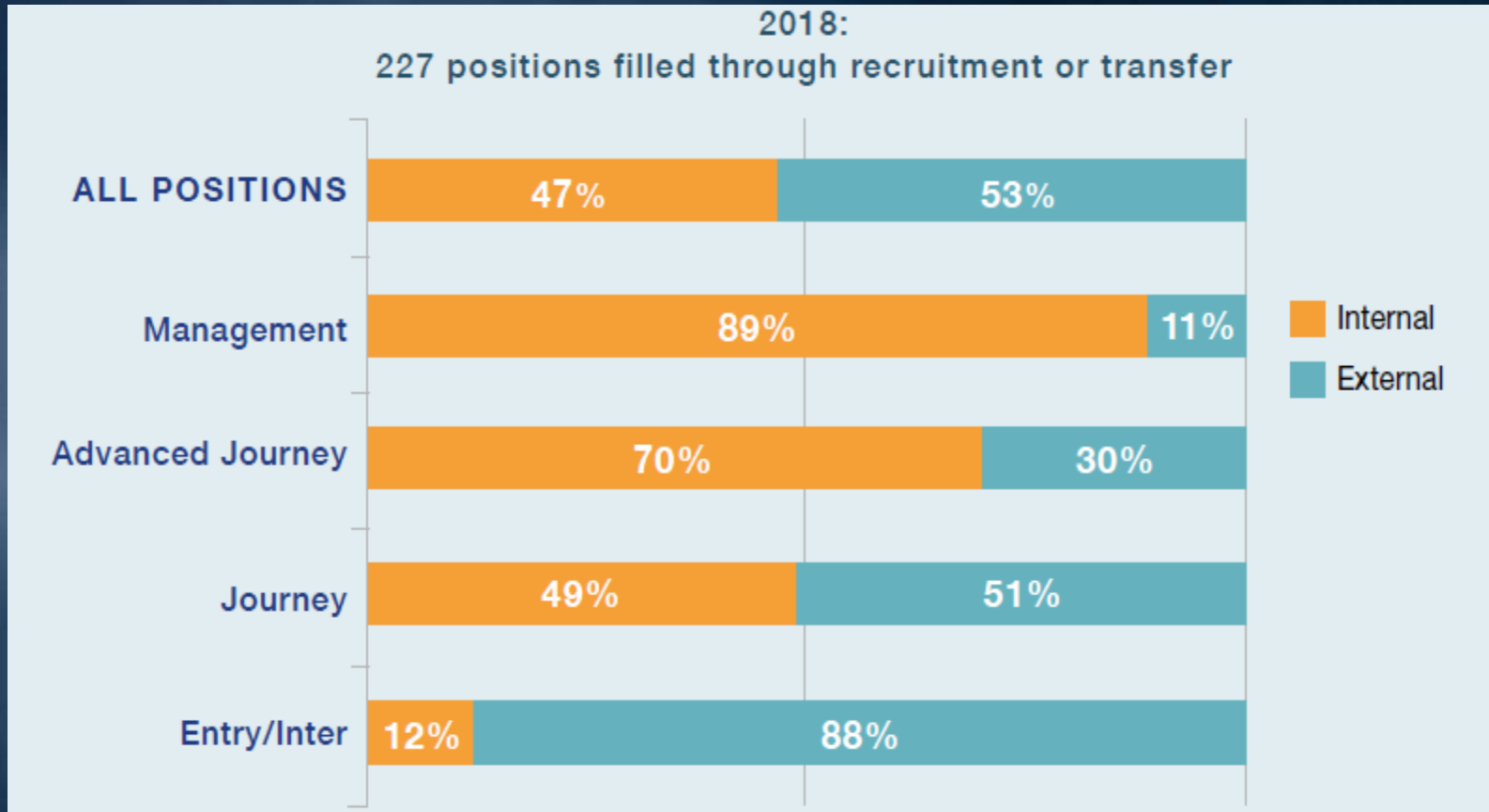
Innovative Outreach

Internal Job Placements & Promotions

Student Internships

TAPPING THE BEST

Often times, the right talent is homegrown talent



PREPARING TOMORROW'S TALENT TODAY

Enabling employees to think beyond today, to develop the skills they will need tomorrow

**New Employee
Orientations**

**Classroom &
Online Learning**

**Technical
Training &
Certifications**

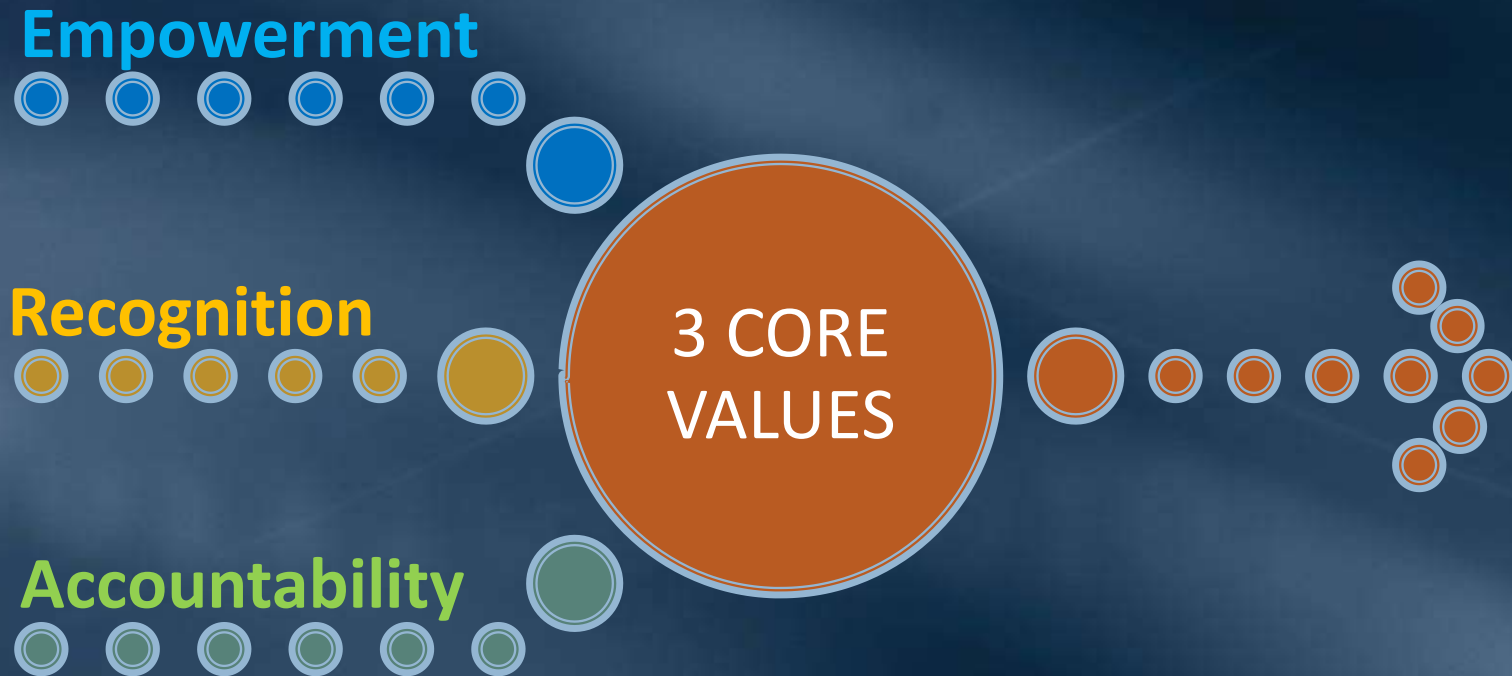
**State Certified
Apprenticeship
Program**

**Mentoring &
Career Guidance**

Job Rotations

LEADERS READY FOR THE FUTURE

Instilling core values through a “Management Trident”



LEADERS READY FOR THE FUTURE

*Supporting these values through training programs, for all levels of Management, including **prospective** managers*

WSO
Management
Academy

MWD
Management
Academy

Metropolitan
Management
University

Management
Forums

External
Leadership
Programs

Executive
Development
(Sacramento)

A Word About “DICE”

Succession Planning does not succeed without a Culture of Diversity, Inclusion and Equity...

Diversity

Inclusion

Culture

Equity

More to Come

- **MAY:**
 - *DICE*
 - *Recruitment & Outreach*
- **JUNE:**
 - *Leadership Development*
 - *Semi-Annual EEO Report*
- **JULY - SEPTEMBER:**
 - *Employee Development*
 - *Internships & Mentoring*
 - *Job Rotations*

