



# Succession Planning: Leadership Development

Organization, Personnel & Technology Committee  
June 10, 2019  
Item 6a

# The Elements of Succession Planning



# Management Trident

Leadership development activities focus on 3 core values that promote effective “People Management”

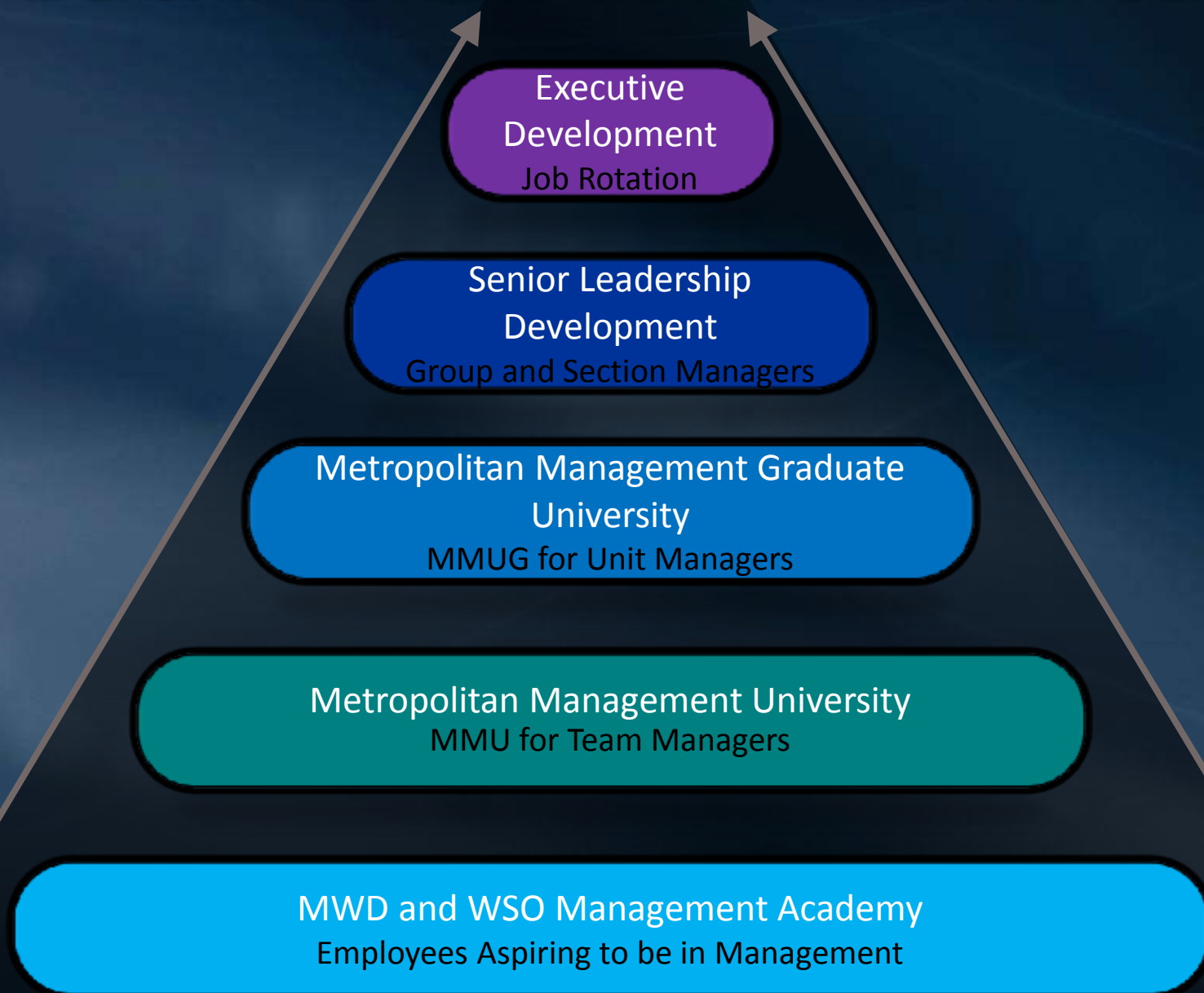
Empowerment

Recognition

Accountability

Behaviors considered most important for successful leaders of the future

# LEADERSHIP DEVELOPMENT AT METROPOLITAN



# MWD Management Development Programs

## Blended Learning Approach

### Common Characteristics:

- Experience-Driven Leader Development
- Facilitated Workshops
- E-Learning and Self-Directed Learning
- Individual Coaching and Assessments
- Feedback
- Support

# MWD and WSO Management Academy

## Employees Aspiring to Management

- Build “bench strength” future talent
- Realistic management preview
- Pathways into Leadership Pipeline

### Program Features:

- Management Competencies
- Real-World Case Studies
- C Suite Leadership Panel
- Job Shadow: A Day in the Life of a Manager
- Building Network and Relationships
- CRA and Facility Tours

**WSO Academy**  
87 Graduates

**25%**  
Promoted



**MWD Academy**  
59 Graduates

**7%**  
Promoted



# Metropolitan Management University

## MMU for Team Managers

Metropolitan Management University (MMU) is a foundational overview of the organization, policy and regulatory compliance, and people management skills.

- Tackle Real-time Management Challenges
- Enhance Critical Management Behaviors
- Build Accountability for Performance Management
- Facilitated by Human Resources and Subject Matter Experts
- 101 Team Managers Have Successfully Completed the Program



# Metropolitan Management University Graduate

## MMUG for Unit Managers

Metropolitan Management University Graduate (MMUG) facilitated by College of Executive Coaching :



- Create Self Awareness 360° Feedback
- Empower others for smart decision-making
- External Training: Institute for Management Studies (IMS)
- Dissertation Project: Strategic problem solving real work challenge



# Leaders Ready for the Future

## Senior and Executive Management

- Job Rotations
- Executive Development on-the-Job Experience
- Management Forums and Leadership Breakfasts
- External Leadership Development Programs
- Individual Coaching: Korn Ferry 360° Feedback
- Career Guidance and Coaching

# Next: Preparing Tomorrow's Talent Today



