

Practical ways to plan for the future

The development of staff and enabling them to develop into future managers provides multiple benefits for providers, managers and those embarking on their development journey.

Succession planning is a key part of ensuring services continue to provide well-led, consistent and quality care. It also benefits existing managers, who have more skilled and confident staff to support them.

With a high turnover of managers across the sector, you need to protect your service by developing your emerging talent into future team leaders, care coordinators, deputies, managers and leaders.

This short tool helps you to consider practical ways to succession plan.

<p>Plan ahead</p>	<p>Think who has the potential to be a future manager and what support they need? This will help you to plan the long-term development of staff and start the process to develop them before they become a manager.</p> <p>Look at how other providers succession plan or learn what new managers did.</p>
<p>Raise aspirations</p>	<p>Raise aspirations of potential future frontline managers and help them to prepare for the role.</p> <p>It's important that your managers arrive in post with the skills and experience they need to be successful in this position.</p>
<p>Develop career paths</p>	<p>Whilst many services recruit their managers internally, promote staff based on performance and ability rather than length of service.</p> <p>Invest and support in your emerging talent and provide them with a career plan enabling them to progress into new roles, including care management.</p>
<p>Look for potential</p>	<p>Look for people who demonstrate the following</p> <ul style="list-style-type: none"> <li>Strong communication skills</li> <li>Professional manner</li> <li>Well-organised</li> <li>Self-motivated</li> <li>Resilient</li> <li>Lead by example</li> <li>Strive for perfection</li> <li>Reflect on own practice</li> <li>Excel at person centred care</li> </ul> <p>Use this <a href="#">checklist</a> to help spot emerging talent.</p>


