



**Systemwide
Talent
Management
and Staff
Development**

**Organizational
Readiness
Phase One
ABOG Presentation**

Talent Management Consortium

Organizational Readiness

Phase One Team

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Chief Human Resources Officer Input

**Talent Management
Consortium
Priority:**

**Succession/
Organizational
Readiness**

#1

- **Identifying High Potentials**
- **Building templates, guidelines and buy-in**
- **Career development website**
- **Workforce planning**

Phase One

We Have Identified

Organizational Readiness Model

- Elements for each step of the model
 - Processes, activities, tools
 - Resources in use, to develop or acquire
- Use as it fits



Importance of Organizational Readiness



**Why is Organizational Readiness
and Succession Planning
important to you right now?**

What is the business need?

Importance of Organizational Readiness

AT THE UNIVERSITY OF CALIFORNIA

60
OR OVER

**Likely an employee will retire
WITH 19.65 years service credit**

35%

**Current Workforce 50+
Likely to retire in the next 10 years**

MEANWHILE

40-49 age group has been declining

Importance of Organizational Readiness

UNIVERSITY OF CALIFORNIA

11.5%

2005-06 Turnover rate expected to return

2012 TOWERS WATSON ENGAGEMENT SURVEY FINDINGS

23%

Employees seriously considering leaving UC

59%

Employees not seriously considering leaving UC

Importance of Organizational Readiness

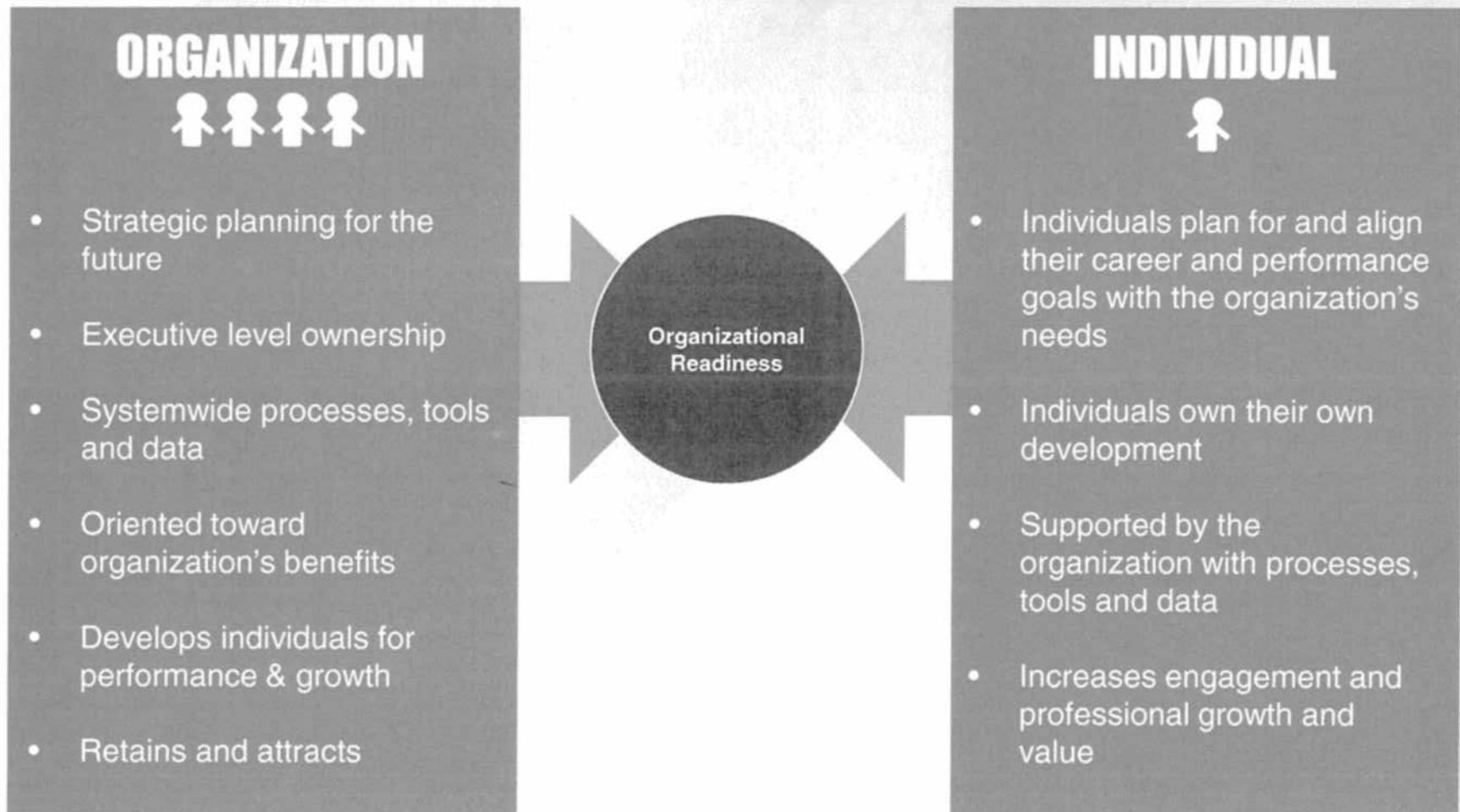
The changing landscape of higher education and healthcare, and our own demographics present us with some challenges

- Opportunities approaching
- Retirements forthcoming
- Known risks
- Cost of inaction
- Changing capabilities required
- Support efforts to increase diversity

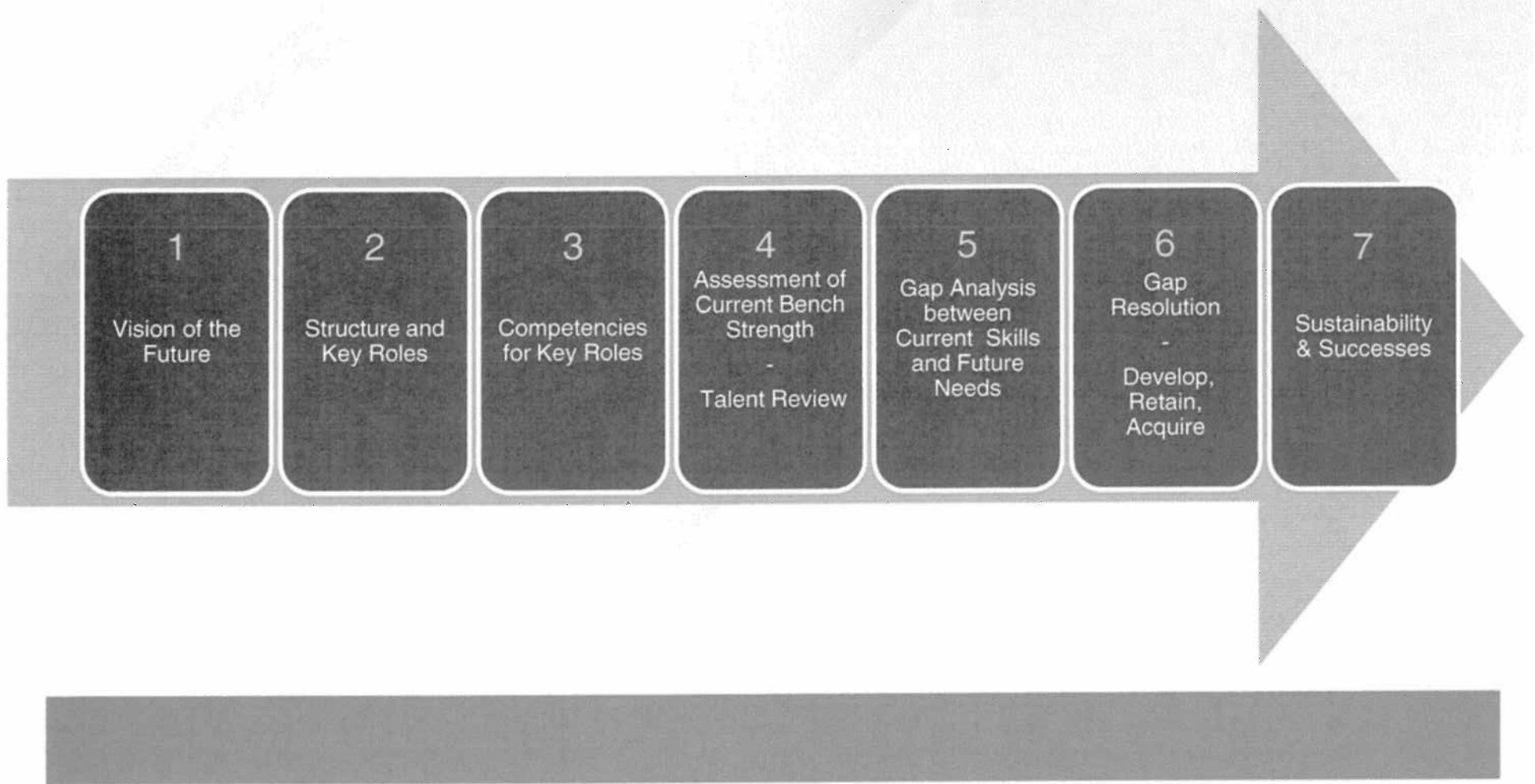


What are your numbers, concerns, challenges?

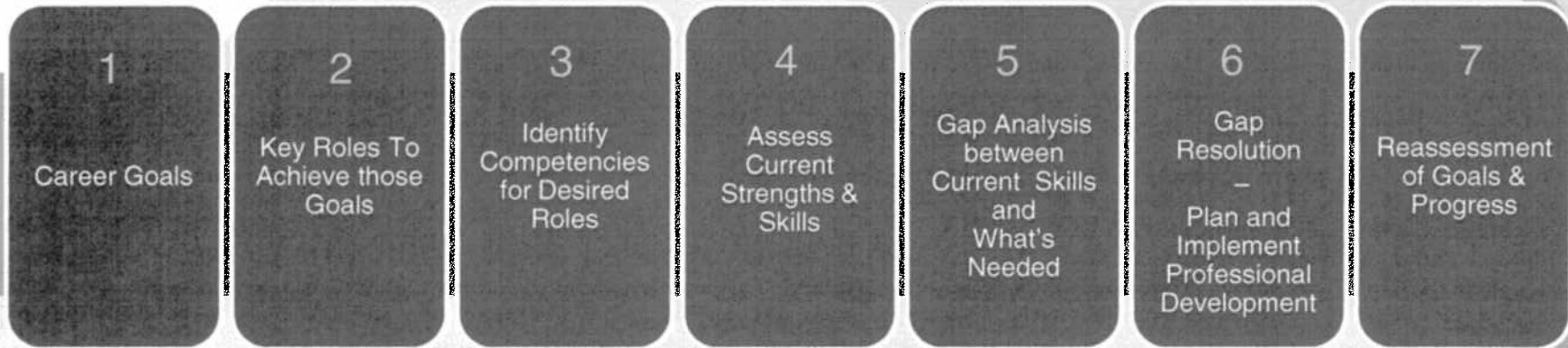
Organizational Readiness Needs a Dual Approach



The Organizational Readiness Model



Individual Focus – Individual Readiness



1. Career goals
2. Critical experiences/positions needed to achieve those goals
3. Critical competencies needed to achieve those positions/experiences
4. Assessment of current skills, competencies, and strengths
5. Gap analysis between current skills and skills needed for desired career goal
6. Gap resolution - plan and implement professional development
7. Re-assessment of goals and progress

Resources Available

Talent Management, Alignment and Engagement (Berkeley)
Strategic Leadership Development (Berkeley)
Organizational Readiness and Talent Review (Irvine Health)
Workforce Planning Process (Merced)
Succession Planning: Examples of Best Practices (San Diego)
Succession Management: Readiness Assessment, Methods & Techniques, Development (San Diego Health)
Succession Planning and Development Program (San Francisco)
Career Development Websites (Berkeley, Davis, Irvine)
Professional Development Programs (All)
