

REGISTRATION FORM

Succession Planning

TUESDAY, FEBRUARY 23, 2010

8:00AM—3:15PM

SPRINGHILL SENIOR LIVING
COMMUNITY

2301 EDINBORO ROAD
ERIE, PA 16509

REGISTRATION FORMS MUST BE RECEIVED BY FEBRUARY 15TH

Please print clearly or type

Organization _____

Phone _____

Name _____

Title _____

License # _____

City/State/Zip _____

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Cost:

HVA Members _____ \$50/Each

Non Members _____ \$75/Each

Cost Includes: Seminar, refreshments,
and lunch.

To register, complete the form and return
along with your check to:

Healthcare Ventures Alliance
4544 West Ridge Road
Erie, PA 16506

This program has been
submitted to:
The State Board of
Nursing Home
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4544 West Ridge Rd. Suite #3
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Presented by
Healthcare
Ventures Alliance
& HVA HR
Committee

Succession Planning

And the New CEO Is...



February 23, 2010
8:00AM—3:15PM

Springhill Senior
Living Community
2301 Edinboro Road
Erie PA 16509

Succession planning is a process whereby an organization ensures that employees are recruited and developed to fill each key role within the organization.

Through your succession planning process, you recruit superior employees, develop their knowledge, skills, and abilities, and prepare them for advancement or promotion into ever more challenging roles.

Through your succession planning process, you also retain superior employees because they appreciate the time, attention, and development that you are investing in them.

To effectively do succession planning in your organization, you must identify the organization's long term goals and plan well in advance to hire superior staff.



Agenda

8:00 – 8:15	Continental Breakfast & Registration
8:15 – 8:30	Welcome & Introductions—Overview of the Day
8:30 – 10:00	Overview of Succession Planning Process
10:00 – 10:15	BREAK
10:15 – 11:30	Overview of Succession Planning Process (Cont'd)
11:30 – Noon	Self Assessment and Discussion
Noon – 12:45	LUNCH
12:45 – 2:00	Succession Planning Framework Based on Succession Timing
2:00 – 2:30	Critical Success Factors for Effective Succession
2:30 – 3:15	Develop an Implementation Action Plan
3:15	Adjourn

Workshop Objectives

- Overview of succession planning process, based on best practices
- Outline a framework/process for succession based on the timing of the succession
- Understand Critical success factors
- Develop an Implementation Action Plan/Follow Up Next Steps

Speaker

Debra Thompson is President of Strategy Solutions, Inc. In this position she provides strategic planning facilitation, training and planning and research project management services to organizations and communities who want to grow and thrive. The company grew out of her previous community health leadership role as she served as Director of Planning for Hamot Health Foundation. During her 10 years there she was responsible for strategic planning, market research, marketing information systems, as well as community planning support for the organization, its joint ventures and affiliates.

