Technology Association of Georgia
Tech Inclusive Succession Planning Framework Training Program

This six-month program is intended to help organizations evaluate their current succession plans and pinpoint areas needing improvement (such as social capital and bias analysis) to aid in the advancement of Black mid-level tech professionals. The program also provides a framework for constructing a new inclusive succession plan to develop inclusive career pathways to senior-level leadership positions.
PROGRAM PURPOSE

TAG Tech Inclusive Succession Planning Training Program is intended to help organizations evaluate their current succession plans and pinpoint areas needing improvement (such as social capital and bias analysis) to aid in the advancement of Black tech mid-level professionals. This program also provides a framework for constructing a new inclusive succession plan to develop clear career pathways to senior-level leadership positions. Achieving an equitable succession plan requires being aware of any unconscious bias and social capital that may be present. Leaders frequently select and advance employees who like them. Therefore, an inclusive plan should include a wide range of executives who contribute to the identification, selection, and mentoring processes through a collaborative process.

Inclusive succession planning aims to identify the key positions within an organization and create action plans for professionals to fill those roles. This process ensures that an organization has the right people in the proper positions now and in the future by taking a comprehensive approach to current and future leadership objectives.

PROGRAM BENEFITS

Inclusive succession planning increases the organization’s overall capability by:

- Identifying essential positions and emphasizing prospective openings
- Choosing necessary continuation of business talents and skills
- Placing more emphasis on personal and professional growth to fulfill future organizational needs

Additionally, inclusive succession planning may result in creating:

- Cultural Inclusion for Thought Leadership
- Improved Retention
- Elimination of Advancement Barriers (social capital and bias)
- Business Continuity
- Revenue Growth
- Reduced Attrition
The **TAG Tech Inclusive Succession Planning Framework Training Program** consists of a 6-month curriculum, divided into eight, two-hour interactive hybrid courses (in-person and online). Each participating organization will be allowed to include up to five employees per program to develop a foundational structure for creating a company-wide operational plan.

**Learning Objectives**

In an economy characterized by significant levels of job mobility, organizations must learn to design and implement inclusive succession planning strategies that will:

1. Identify and prepare high-potential individuals to transition into culturally diverse senior leadership positions
2. Evaluate essential positions and emphasize potential vacancies
3. Choose critical talents and skills required for business continuity
4. Provide priority pathways for individual growth to satisfy future corporate goals and objectives
5. Develop universal organizational processes and procedures for an inclusive succession planning global execution

**COURSE CONTENT**

The courses are designed to incorporate a learn, apply, and transfer curriculum.

**Course 1** Needs Assessment: Pre-work Required: Data Collection
**Course 2** Strategic Evaluation
**Course 3** Inclusive Succession Plan Program Development
**Course 4** Candidate Identification
**Course 5** Internal Interview Process Development
**Course 6** Leadership Development
**Course 7** Check Point Development
**Course 8** Plan Evaluation