CONTINUITY PLANNING

Continuity Planning is a two-pronged approach for managers to assess

TEAM MEMBERS & POSITIONS

By planning rather than reacting to staffing challenges, managers can have:

- Team members developed for future roles
- Team members engaged about long-term career goals
- Better continuity of service
- Confident peace of mind to handle unexpected changes

TOOLS

An assessment tool that evaluates a team member's current performance and potential future readiness.

PERFORMANCE & POTENTIAL 9-BOX

A planning tool to assist team members in defining and reaching short-term and long-term career goals.

INDIVIDUAL DEVELOPMENT PLAN

A planning tool to identify key competencies, skill gaps, potential successors, and planning tools for external recruiting for critical positions.

CONTINUITY PLAN

A 10-question assessment tool to identify vital, significant, and fundamental succession planning needs for critical roles.

CRITICAL ROLE ASSESSMENT

For continuity planning support please contact our Senior Workforce Planning Consultants:

Barbara Higgins bh9c@virginia.edu; or Anna Kelleher amk4r@virginia.edu