

# Succession Planning

Future-proof your organization by strategically planning for key leadership transitions.

What happens when senior staff at your jail reach retirement age or leave to accept another position—taking decades of institutional knowledge with them? Worse, what if several members of your leadership team leave at the same time, taking potentially a century of expertise away from your facility? As jails and their populations grow, leadership transitions are inevitable; without a structured succession plan in place, these changes can cause significant disruptions in operations – and chaos and uncertainty for staff and inmates. Equivant Corrections' Succession Planning service was designed to help your jail prepare for the future, identify and train potential leaders, and maintain stability and continuity when faced with leadership transitions.

## Key Features

Our team of experienced professionals (and former corrections practitioners) conducts a three-day, on-site engagement to create a robust succession plan customized for your facility.

This includes:



**Meeting with senior staff including Sheriffs, Jail Commanders, and other members of your leadership team**



**Identifying high performers and developing a plan to train them for future promotions**



**Identifying key positions and roles**



**Planning for unknown vacancies**



**Evaluating risks of key leadership vacancies**



**Considering risk management and contingency planning for leadership knowledge gaps**



**Discussing upcoming known vacancies**



**Reviewing your strategic goals and ensuring transition plans are aligned**



**Assessing facility needs**



**Ensuring continuity and minimal disruption during leadership transitions**

## With Equivant Corrections' Succession Planning service, your facility:

- **Avoids chaos and disruption when leadership staff transition out:** Your succession plan provides a step-by-step roadmap for when vacancies occur, noting how to fill your specific personnel and knowledge gaps.
- **Saves time:** Instead of wasting hours down the line trying to figure out what to do and how to do it when key staff members leave, you simply work the pre-determined plan.
- **Retains high performers:** Because your customized succession plan will identify specific high performers and associated training plans, you engage top staff members who now feel confident in their career paths at the facility.
- **Maintains a strategic trajectory:** Our Succession Planning service includes a review of your strategic goals and vision to ensure the right leaders are being trained in the right way for the overall good of the organization.

**Realize the peace of mind that comes from comprehensive succession planning that ensures smooth transitions, aligns with your jail's vision, and nurtures future leaders.**