



NNAHRA
NATIONAL NATIVE AMERICAN HUMAN RESOURCES ASSOCIATION

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Gila River Resorts & Casinos



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Succession Planning

Presented by: TeriLynne Kisto, Founder & CEO

Jake Aguas, Principal Consultant- Facilitation & Training



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TeriLynne Kiston, Founder & CEO



- Enrolled tribal member of the Gila River Indian Community
- 20 years of Human Resources experience in corporate and Tribal government
- Tribal HR Professional Certification (THRP)
- Certified Mediator and Mediation Training
- Bachelor of Science in Organizational Development with a Specialization in Human Resources Development
- Kisto HR Consulting, LLC in operation for three years

Jake Aguas, Principal Consultant-Facilitation & Training

- Jake Aguas is an organizational consultant, GenExpert, and an Associate Professor of Management at some of Southern California's top universities where he teaches at the MBA and undergraduate levels. He has practiced internationally, helping leaders build stronger organizations through their people and processes. He specializes in leadership strategy, team building, training and development, coaching, and the design and implementation of global human resource management functions. Jake has held leadership positions with a Fortune 100 company, as well as in the market research industry with one of the country's top polling firms. He was a leader in the retail bank division of JPMorgan Chase for 15 years, notably serving as its Human Resource Manager for Talent Acquisition for the Western United States. Jake is pursuing a PhD in Organizational Leadership from Regent University. He holds a master's degree in Organizational Leadership from Biola University and a bachelor's degree in Economics from UCLA.



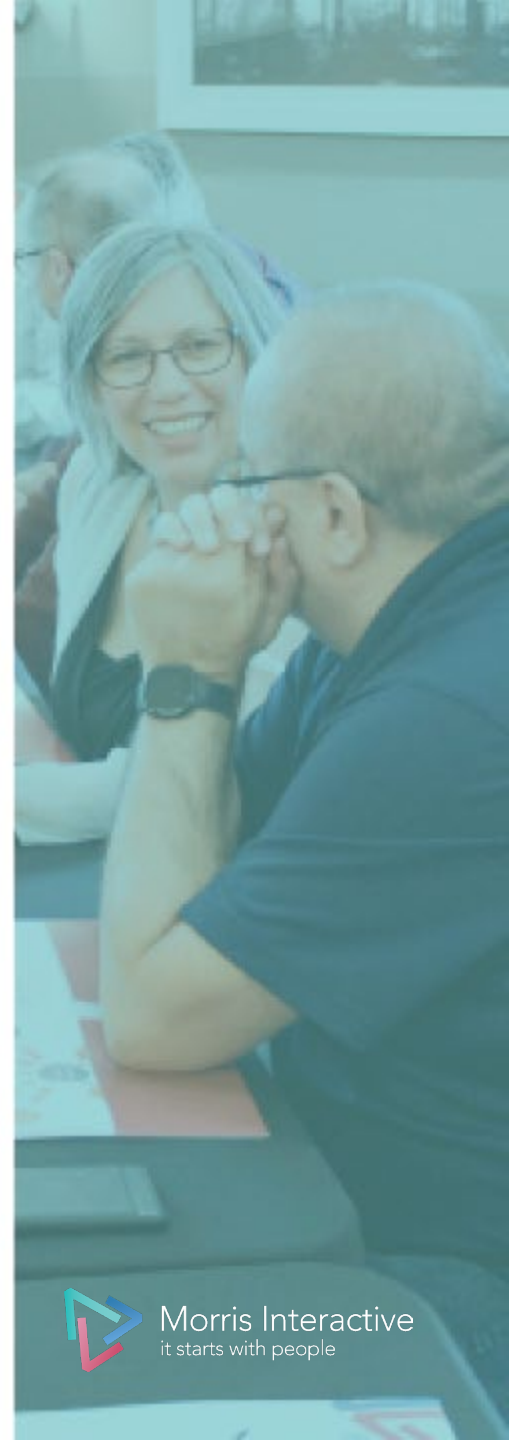
Agenda

- Introduction to Succession Planning
- Why is Succession Planning Important
- Succession Planning Statistics
- The Risk of Not Having Succession Planning
- Succession Planning Process
- Getting Buy In From Leadership
- Conclusion

Summary of Succession Planning Presentation

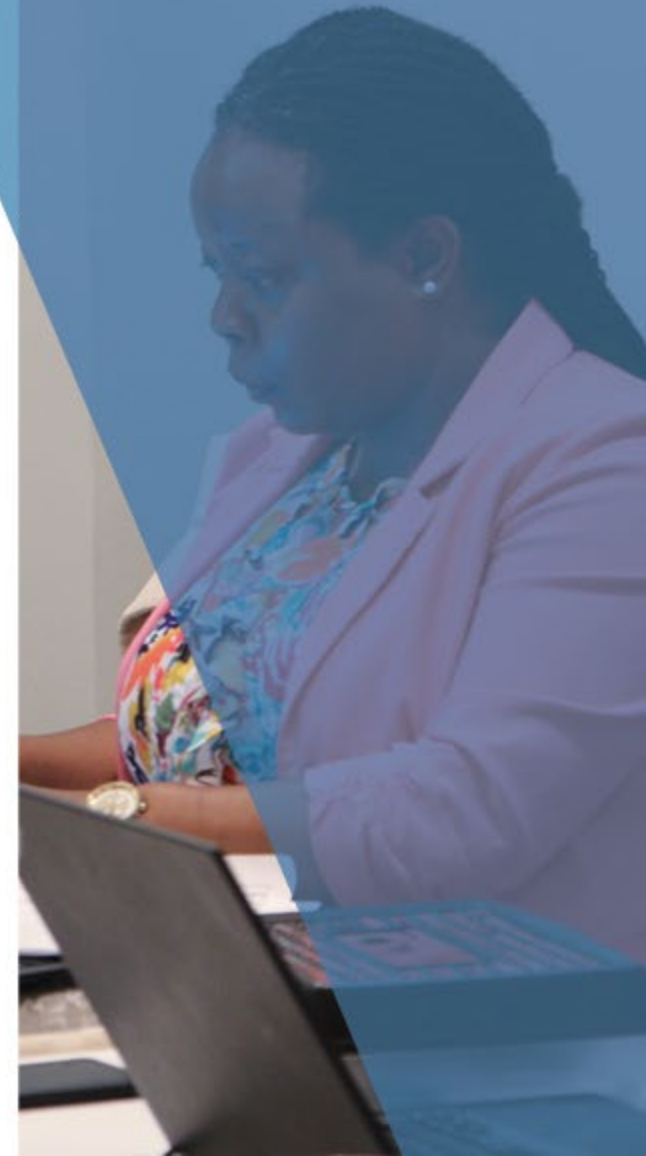
- In this presentation, We will discuss how succession planning plays such a vital role in all organizations large and small. The importance of succession planning and why identifying critical positions and employees with the skill and potential to perform in these positions within an organization is essential. Including establishing buy in from leadership using analytics. Methods of leveraging positions and not employees.

“In 2021, more than 47 million Americans quit their jobs according to the Bureau of Labor statistics – the most resignation on record.” (ABC New – David Miller and Haley Yamada) Also known, as “the Great Resignation.” How many organizations were prepared for these resignations, and did they have an employee who could step in a key positions and continue business operations?



Introduction to Succession Planning

- Succession planning is a strategy for identifying and developing future leaders in your organization – not just at the top, but for major roles at all levels.
- Creates a talent pool by preparing employees to fill vacancies in their organizations as other retire or move on.
- Succession planning helps ensure business continuity and performance, particularly during times of shifting leadership and change.



Why is Succession Planning Important?

- Succession planning helps ensure business continuity and performance, particularly during times of shifting leadership and change.
- You can't run a business, regardless of its size, without talented people ready to move into key positions when an employee leaves.
- Succession planning forces you to take the time to think about your company's future.

Steps in Succession Planning





Gaining Buy In From Leadership on Succession Planning

- Engage your leadership in setting the criteria.
- Use Succession planning metrics.
- Use real organizational examples of the importance of developing a succession plan.

CONCLUSION

- Any questions?

Reference Material

- <https://economic.times.Indiatimes.com>
- What Is Succession Planning, Robert Half[Oct. 2021]
- <https://hr.uw.edu/pod/organizational-excellence-and-development/organizations/succession-planning>
- Engaging in Succession Planning (SHRM)
- Succession Planning: A Step-by-Step Guide (Office of Human Resources – NIH)

Thank you for Participating!

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