

SUCCESSION PLANNING

Unit Structure :

- 9.0 Objectives
- 9.1 Introduction
- 9.2 Meaning and Definition
- 9.3 Steps / Elements of Succession Planning
- 9.4 Need and Importance of Succession Planning
- 9.5 Need of Succession Planning to Family Oriented Enterprises
- 9.6 Issues in Succession Planning and Solutions
- 9.7 Problem in Succession Planning
- 9.8 Measures to The Solve Problems in Succession Planning
- 9.9 Grievance Handling
- 9.10 Grievance Procedure
- 9.11 Summary
- 9.12 Self Assessment Questions

9.0 OBJECTIVES

After studying the unit the students will be able to:

- Define the meaning of Succession Planning.
- Explain the steps in the process of Succession Planning.
- Understand the importance of Succession Planning
- Know the issues related to Succession Planning
- Elaborate how to face the issues of Succession Planning
- Discuss about the term Grievances handling and the process of Grievances Handling.

9.1 INTRODUCTION

Survival, growth and efficient continuous existence of an organization require a succession of people to fill various important jobs. The purpose of succession planning is to identify, develop and make the people ready to occupy higher level jobs as and when they fall vacant. Higher level jobs fall vacant due to various reasons like retirement, resignation, promotion, death, creation of new position and new assignments.

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Geoffrey C. Gurtner, Peter C. Neligan



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also been refined by innovations that have broadened its applications Exercise Testing Current Concepts and Recent Advances affords the reader a state of the art presentation of the diverse and expanding methods of exercise testing and their roles in patient management The contributors to this volume include individuals who have made seminal contributions to the field during the last several decades Indeed it is legitimate to designate this group as a Who's Who of Exercise Testing It is our hope that this book will enhance the reader's understanding of contemporary methods of exercise testing as well as provide a glimpse into future directions of this science that this knowledge is applied to optimal diagnosis and management of our patients

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Diabetic Eye Disease Alejandro Espallat, 2012 Diabetic Eye Disease A Comprehensive Review details all aspects of how diabetes mellitus affects the entire eye Epidemiology pathogenesis as well as the effect on the orbit cornea lens retina and optic nerve are covered inside this unique resource Dr Alejandro Espallat discusses diabetes mellitus and the optic nerve complications that can occur and introduces the most current information regarding diabetic eye disease Included inside the pages of Diabetic Eye Disease are the latest studies medications and treatment protocols for diabetic retinopathy and macular edema Features Include Clinical photographs and illustrations of how the disease can be manifested at every stage and location within the eye Guidelines and step by step details on the management of cataract surgery in the diabetic patient Latest state of the art medical diagnosis therapeutics instrumentation and surgical techniques Discussion of

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Nancy Caroline's Emergency Care in the Streets Nancy Caroline, 2010-08-10 The impact that Dr Caroline had on EMS and health care spanned across the U S and abroad from establishing EMS systems to training paramedics to providing better nourishment and health care for orphans her work had a profound impact on humanity Throughout her life Dr Caroline brought a sense of excitement joy and humor to her work the American Academy of Orthopaedic Surgeons is proud to continue Dr Caroline s legacy Her sense of excitement and humor live on in this text which is dedicated to her This edition honors Dr Caroline s work with a clear fun understandable writing st

Mayo Clinic Cardiology Mayo Clinic, 2013 Organized to present a comprehensive overview of the field of cardiology in an accessible reader friendly format that can be covered in about 12 months this new edition contains roughly 50% new material the cardiac pharmacology section has been completely reworked cardiovascular trials have been included and the entire book has been updated to reflect current practice guidelines and recent developments The book is peppered throughout with numerous tables and clinical pearls that aid the student as well as the teacher to remain focused

Basic Principles and Operative Management of the Rotator Cuff C. Benjamin Ma, Brian T. Feeley, 2012 Basic Principles and Operative Management of the Rotator Cuff by Drs C Benjamin Ma and Brian Feeley is a unique and comprehensive book that covers arthroscopic open techniques and reconstructive options for treating rotator cuff tears The first section focuses on an up to

date understanding the basic principles of the rotator cuff its anatomy the basic science behind rotator cuff pathology diagnosis and imaging This section references recent literature so that the reader understands the pathology of rotator cuff disease The second section focuses on the different types of rotator cuff pathology how to diagnose pathology accurately and discusses different non operative and operative treatment options The operative sections will provide detailed state of the art techniques with clear photos and illustrations to take the surgeon through surgical procedures step by step It is a comprehensive text on the operative management of rotator cuff pathology including arthroscopic and open repairs revision surgery tendon transfers and reverse shoulder arthroplasty The book also describes tricks and tips to help the surgeon avoid common errors that are often encountered during the procedure Different options for each type of rotator cuff problem will be presented The final section will focus on complicated problems encountered in the shoulder Topics Include Anatomic structures vascular and nerve supply and the relevant surgical anatomy of the rotator cuff Biomechanics of the rotator cuff how the rotator cuff works to raise and lower the shoulder and position the arm in space and how these functions are lost in cuff tears Understanding the molecular mechanisms responsible for tendon and muscle degeneration How to evaluate imaging in order to accurately diagnose rotator cuff tear problems and to be well prepared for the operating room Office and surgical management of common rotator cuff problems divided into an introduction diagnosis non operative management operative management post operative management and outcomes Treatment options for large and massive cuff tears Reconstructive options replacements and muscle transfers Detailed step by step guide to allow surgeons to navigate through complicated procedures Bonus Basic Principles and Operative Management of the Rotator Cuff offers a companion Web site featuring complete surgical videos to walk you through each detailed technique step by step In this constantly evolving field Basic Principles and Operative Management of the Rotator Cuff will be a comprehensive reference for practicing orthopedic surgeons sports medicine surgeons shoulder and elbow specialists and orthopedic surgery residents

Essentials of General Surgery Peter F. Lawrence, Richard M. Bell, Merrill T. Dayton, James Hebert, 2013-08-08 For nearly 25 years medical students and faculty alike have chosen Essentials of General Surgery and its companion textbook Essentials of Surgical Specialties for authoritative coverage of surgical information that every physician in training should know The Fifth Edition incorporates current research from the field new sample questions answers and rationales and new tables and algorithms A new art program presents concepts and images including an Appendix with 50 burn images in full color for optimal learning and retention

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