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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cardiovascular evaluation The basic modalities of exercise electrocardiography of treadmill and bicycle have been extended by noninvasive cardiac imaging techniques including scintigraphy and echocardiography that have provided new insights in myocardial function during exertion and pharmacologic stress At the same time traditional exercise electrocardiography has 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 Plastic Surgery Geoffrey C. Gurtner, Peter C. Neligan, 2012-09-05 Fully updated to meet the demands of the 21st century surgeon this title provides you with all the most current knowledge and techniques across your entire field allowing you to offer every patient the best possible outcome Edited by Drs Mathes and Hentz in its last edition this six volume plastic surgery reference now features new expert leadership a new organization new online features and a vast collection of new information delivering all the state of the art know how you need to overcome any challenge you may face Renowned authorities provide evidence based guidance to help you make the best clinical decisions get the best results from each procedure avoid complications and exceed your patients expectations

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