

Who's on Deck? *Succession Planning That Eliminates Fears and Reduces Cost*

By Vakassia "VJ" Niles, MBA
Founder & Chief Strategist
The Niles Group





COST OF NO SUCCESSION PLAN

Middle Managers are Important

- Synergy is thrown off
- Productivity can decrease
- Turnover increases
- Trust decreases





Succession Fears

- Am I training my replacement?
- Am I out of a job?
- Why do they want me to do more work, am I not enough?

A group of four business professionals in a meeting. A man in a grey suit is signing a document while others look on. The scene is brightly lit with large windows in the background.

Succession through Sponsorship & Advocacy

Sponsorship Matters

A Black manager is 65% more likely to progress to the next rung in the ladder if they have a sponsor.



Male managers who win sponsorship are 23% more likely to progress to the next rung of the career ladder than peers who do not have sponsors. (The figure for women is 19%.)

Harvard Business Review - 20% of White Employees Have Sponsors. Only 5% of Black Employees Do. by Sylvia Ann Hewlett and Kennedy Ihezie Feb 2022

Sponsorship Matters

Females who have female sponsors make 14.6 percent less than females who have male sponsors.



Hispanic women with Hispanic sponsors make 15.5 percent less than Hispanic women with white sponsors.

2019 PayScale's *"Sponsors: Valuable Allies that Not Everyone Has"*

Diversity in Leadership matters

- Without diversity in leadership roles, women experience a **20% lower** chance of having their ideas supported compared to their straight white male colleagues.
- The gap widens for people of color, who are **24% less likely** to receive endorsement for their ideas in environments lacking leadership diversity.
- Similarly, LGBT individuals face a **21% lower** likelihood of their ideas being approved compared to straight white men in companies with homogeneous leadership.

Doit Software - 2024 Diversity in the Workplace Statistics: A Comprehensive Analysis





How to be a Sponsor and/or Advocate

What's in it for them



Shows leadership

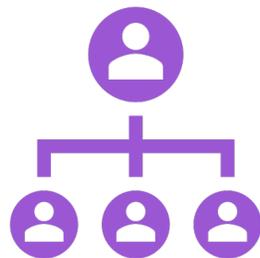


Increases visibility



Elevates their career

What's in it for them



Managers and executives who proactively sponsor high-achieving junior talent are 53% more likely to advance to the next rung of the leadership ladder than peers who fail to sponsor.

Harvard Business Review - 20% of White Employees Have Sponsors. Only 5% of Black Employees Do.
by Sylvia Ann Hewlett and Kennedy Ihezue Feb 2022



Sponsorship leads to greater senior-level diversity by ensuring that those who tend to be overlooked are not only recognized for their talents but also given appropriate opportunities for success.

Forbes - Use Sponsorship And Mentorship To Mitigate Burnout, Improve Connection And Increase Representation
Jackie Ferguson March 2022



How to Be a Sponsor

- Understand leadership styles
- Actively listen
- Create open spaces
- Offer Opportunities
- Ensure voices are heard
- Mention Others



Create the Succession Plan

Succession Planning Elements



JOB
DESCRIPTIONS



SKILLS



LEADERSHIP
TRAITS



EVALUATION



CAREER
PATHS/PLANS



Job Descriptions

- Realistic
- Compliant
- Skills based

SKILLS

Internal
L&D

Collegiate
Partners

External
Trainers

Leadership Tracks

- Desired Leadership Traits
- Sponsorship & Advocacy





Evaluation

- Evaluate new skills
- Readiness rating
- Provide feedback

Mini Incubators

Case Studies

Experience
Ideas

Internships

Monthly Showcase

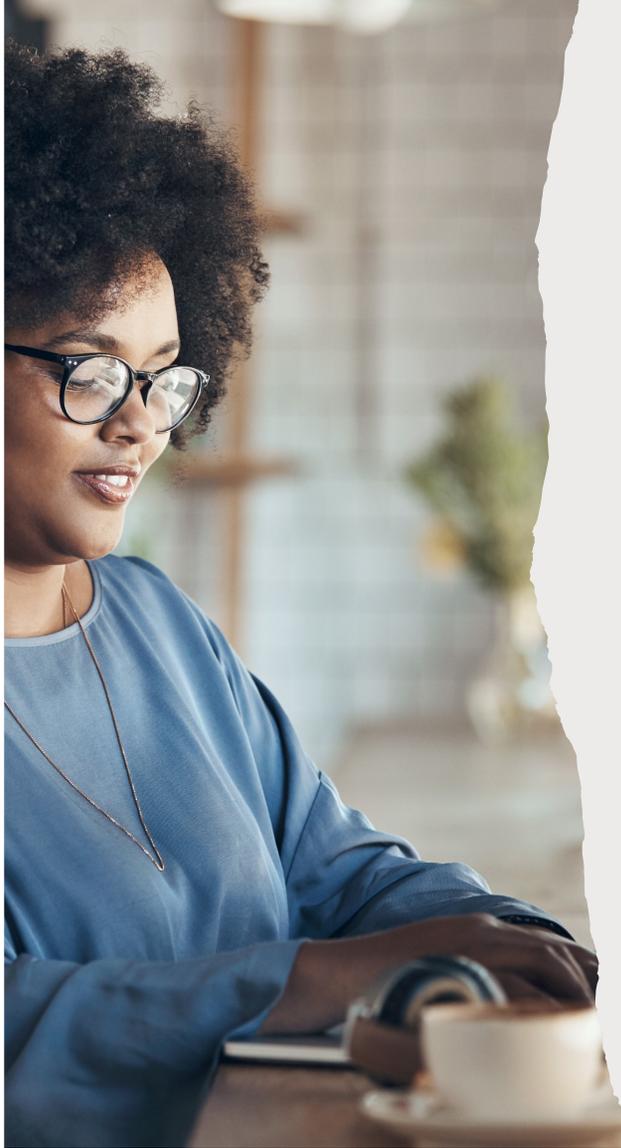
Career Paths

Loyal
Employee

- Been with company for some time.
- Moving up the ranks

New to
Company

- Skill set matches a leadership role, but none were available
- Can this person jump 2 titles?



RECAP



IMPORTANCE OF
SPONSORSHIP



HOW TO SPONSOR



BUILD SUCCESSION PLAN

Free Guide

- Succession Planning through Sponsorship Guide
- <http://www.thenilesgroup.com/succession.html>



Connect with me

- www.linkedin.com/in/vjniles
- www.thenilesgroup.com
- vniles@thenilesgroup.com
- IG: [@thenilesgroup](https://www.instagram.com/thenilesgroup)

