

Management Succession

and the Emerging Generations

Management succession has become one of the most critical issues within today's corporate workplace.

As Millennials assume increasing responsibility for day-to-day supervision, they are altering many long-held practices. They are challenging the traditional ways most organizations promote and develop leaders. They are unwilling to work the long hours and sacrifice for the corporate good. They are confronting what they perceive as archaic management practices. They want to leave their mark on the establishments of the future.

Management Succession and the Emerging Generations is a unique program focused on how your organization can ensure tomorrow's success by integrating the aspirations of young professionals with the wisdom of seasoned managers. Engage in a lively discussion on how to implement these ideas with your peers and walk away with implementable strategies that will help you leverage this transitional opportunity. Like it or not, this generation will be the leaders of tomorrow and have more to offer than you might imagine.



- How to sell senior leaders on the value of implementing a management succession effort.
- Why emerging leader grooming begins with orientation and how to develop and retain these contributors long-term.
- How to engage spirited young contributors who possess education and skills, but lack experience & wisdom.
- How to turn an impatient, action-oriented young contributor into a polished aspiring leader.
- Why emerging contributors are skeptical of traditional leadership initiatives and how to model these values effectively.
- Why the transition to a new position is the most critical part of management succession and what to do to successfully facilitate this opportunity.
- What firms are doing to focus the impatience of young leaders toward the longer-term goal of being well-rounded contributors within the enterprise.
- How to measure the success of your management succession program and ensure its longevity.

The bottom line . . .

Management succession planning is a consistently over-looked organizational challenge. Proactively identifying and grooming young contributors ensures a smooth transition in all corporate functions.

To check availability . . .

800-227-5510

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www.commonsenseenterprises.net



What others are saying...

"Every time I hear Bob speak, it inspires me to think deeper about how we're going to manage our next generation of leaders. He really does a great job."

Greg Fuller, President
Mechanical Contractors Association of America

"Bob really knows his stuff and can communicate it in an engaging and actionable way. APQC audiences love his talks and point of view."

Carla O'Dell, Chairman, APQC

"Bob really connects with our people. He really understands our industry. We will definitely be inviting him back."

Christie Roemmich, Director of Safety North
Dakota Association of Rural Electric Cooperatives

"Bob did an absolutely fabulous job. The feedback was tremendous from both the Baby Boomers and the Millennials!"

Ernie Hartong, Chief Executive Officer
Assn for Residential Cleaning Services Int'l

"FASTSIGNS is all abuzz about Bob!"

Claire Billingsley,
Director of Training FASTSIGNS International

"I know you had the attention of our members because I heard you quoted time after time throughout the rest of the convention."

Donna Stollfus, Executive Secretary
Rocky Mountain Association of Fairs

"You were a terrific success. Judging by the questions and number of people taking notes, your comments were right on target."

Henry Bergson, President, National Electrical
Manufacturers Representatives Association

About your presenter...

Bob Wendover has been researching and writing about workforce transition issues for more than 30 years. He is the award-winning author of *Smart Hiring, Recruiting for Peak Performance, Crossing the Generational Divide, High Performance Hiring, Two Minute Motivation, and Figure It Out!*, among other publications. He appears regularly in national and local media and has conducted more than 1500 keynotes and seminars. But he's no "sage on the stage." He was conducting interactive keynotes way before the term was coined. That's the type of session at which Bob has become a master. He's spoken everywhere from the towers of Wall Street to the bush of Alaska. He will entertain you. He will inform you. But most important, he will provide tailored solutions that are easy to implement.



Bob Wendover

Clients Include

- Alegent Health
- American College of Healthcare Executives
- Association for Manufacturing Technology
- Chevron USA
- Children's Hospital Association
- Citigroup
- CITGO
- Colorado Rockies Baseball Club
- Construction Users Roundtable
- Dairy Queen
- Dematic
- Deutsche Bank, NA
- Energy Generation Conference
- FASTSIGNS
- First Trust Corporation
- IBM
- Idaho Power Company
- IGA -Supervalu
- Intel Corporation
- Kaiser Permanente
- KPMG
- Major League Baseball
- McLane
- Mighty Auto Parts
- Otter Tail Power Company
- Parker Hannifin
- Providence Health
- Salt River Project
- Sartorius
- Shell Oil
- State Farm Mutual Insurance
- Super 8 Motels
- University of Industrial Distribution
- Westar Energy
- And numerous associations, government agencies and educational institutions.