

**U.S. Department of Energy - Oak Ridge Office**  
**Training and Development Group**  
**Training Course Bulletin**

---

**Course Name:** LEADERSHIP DEVELOPMENT SERIES: HIGH IMPACT  
SUCCESSION MANAGEMENT – RESEARCH AND BEST  
PRACTICES

**Course Number:** 002289

**Session Number:** 0048

**To register:** Access the TDG homepage and forward a completed electronic Training Request Form <http://www.ornl.gov/tdd/tddreq.htm>.

**Description:** This two-hour presentation will be offered on **Wednesday, September 18<sup>th</sup>, 2013** from **1:00 pm to 3:00 pm (Eastern Time)**. Oak Ridge employees can participate in the Video Cast in **FOB Training Classroom, Room G-059**.

Recent research shows that most agencies have components of a talent pipeline, but “many fail to put the kind of processes in place that will enhance their prospects of developing a strong bench of skilled managers and problem solvers.” This session will describe what agencies can learn from Bersin by Deloitte’s research on private sector succession management best-practices. Bob Dana, David Dye and Katherine Ryan will also discuss the influence of shifting demographics and employment trends on succession management and examine hurdles that are unique to succession planning in the Federal government. Lastly, presenters will guide participants through group activities to assess the maturity of succession management in their organizations and illustrate the potential benefits of executing succession management successfully.

**Presenters:**

**Bob Dana**, Director, Bersin by Deloitte

**David Dye**, Director, Deloitte Consulting

**Katherine Ryan**, Manager, Deloitte Consulting

**Audience:** SES, GS-13 – GS-15

**Vendor:** DOE-Headquarters

**Date(s):** September 18<sup>th</sup>, 2013

**Time:** 1:00pm – 3:00pm

**Location:** FOB, G-059

**Slots:** 20

**Cost:** No cost

For additional information, call (865) 576-1082

---