

Succession Planning for Police Leaders

Participant Handout

Why Succession Planning Matters

- What challenges does your agency currently face in leadership continuity?
- What risks do you foresee if no plan is in place?

Assess & Analyze

- When are key leaders expected to retire or leave?
- How are you currently identifying internal leadership interest?

Leadership Gap Survey

- What questions would be most useful in your own leadership survey?
- How can you ensure a high response rate?



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Develop the Framework

- Who should be on your succession planning committee?

- What are the mission-critical roles in your agency?

Line-Level Leadership Development

- How can you develop informal leaders today?

- What programs already exist that can be expanded?

Promotional Preparation

- What are the biggest gaps in your current promotional process?

- How can you create more equity and transparency?



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Coaching & Mentoring

- Do you have formal coaching or mentoring programs?

- Who are your best internal coaches/mentors?

Job Shadowing & Leadership Academy

- What roles would be valuable to shadow in your agency?

- Could a leadership academy help address gaps? How?

Formalizing the Plan

- How will you track progress and measure success?

- Where will this plan live? Who owns it?



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