

**Uttaran**

# Succession plan of Uttaran

**Community Mobilization**

**Poverty Eradication**

**Environmental Justice**

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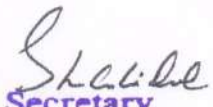
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Uttaran Board members are engaged on the need to develop strategic thinking, developing and nurturing talent within the organizations to make them successful in the long run. Uttaran started to deliberate process to identify, recognize and nurture a cadre of second-line leaders, which has talented pool of people within the organization to take on the lead as and when needed. To identify and nurture their successors, it is in the best interest of Uttaran's sustainability to plan succession of the leadership other roles also.

For Uttaran, succession planning is very important because of following reasons:


- In case of stepping down of the leader, all the good work done by Uttaran might be forgotten with the exit of the 'face' of the organization. To maintain the reputation of the organization, leadership continuity is important.
- Although there may be advantages and disadvantages of both, succession within the organization and recruiting from outside, there is merit in preparing second-line leaders in case of last minute changes in the management or leadership.
- In an era of dynamic environments the NGOs face today, strategic thinking is necessary and so is succession planning. It must be built in the process to ensure efficiencies and standard processes.
- Developing and nurturing second-line leaders will bring in sustainability in the organization. It will ensure that the vision, mission and objectives are carried out with the same rigor and effectiveness as they were with present leadership.
- It will prevent any systemic inefficiencies that might arise due to any last minute changes of management
- It is important to note here in case of NGOs that it pleases donors also, as they appreciate the accountability, strategic planning and the processes demonstrate inbuilt succession planning within the organizational processes.
- In addition, nurture the in-house talent, there will be increased sense of responsibility within the staff, which would lead to more loyal and more talented pool of people. It will enhance productivity at workplace and will build a synergistic work environment, which is good for the entire organization.

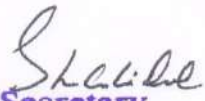
What Uttaran needs to do to prepare this talent pool:

- Identify talent within the organization
- Allow direct access to the leadership/ management, which will expose the young talent to bring out their best and give an opportunity to the management also to identify the best lot



- Shift responsibilities- allow the cadre to shift from one domain to another, or one project to another, to expose them to more learning opportunities and giving them a chance to hone their talent, no matter where they pass or fail.
- Ensure comprehensive human resource planning within the organization
- Encourage long-term and strategic thinking by discussions, meetings, and allow everyone to contribute to these discussions
- It might seem like a herculean task, but if the end result is an effective, efficient, sustainable and dynamic organization, the investment is worth it.

  
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