

Agile Succession Planning in the Post-Covid World

Authors : Ashneel Kumar Singh

Abstract : The COVID-19 pandemic has dramatically transformed the global workforce, leading to significant challenges in staffing and employment. The shift to remote work, the health risks posed by the virus, and the phenomenon known as 'The Great Termination' have all contributed to the disruption of traditional succession planning methods. This paper explores how agile succession planning can be effectively implemented in the post-COVID world to retain top talent and ensure organizational resilience. Through a review of the literature and practical examples, the paper discusses the difficulties of succession planning in the current environment and the importance of adopting an agile approach and offers recommendations for businesses to navigate the complexities of succession planning in a rapidly changing landscape.

Keywords : agile succession planning, adopt a culture of continuous learning, create a multi-successor planning approach, the great termination

Conference Title : ICHRM 2025 : International Conference on Human Resource Management

Conference Location : Mumbai, India

Conference Dates : February 17-18, 2025