

## **The Neglected Elements of Implementing Strategic Succession Management in Public Organizations**

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**Abstract :** Regardless of the extent to which succession management is implemented in the private sector, it is still overlooked in the public sector. Traditional succession management is evolving providing a better alignment between business strategies and HR strategies. Succession management brings sustainable effectiveness for succession programs through career path development, knowledge and skill transfer, job retention, as well as high-potential candidates' empowerment for upcoming vacancies. By way of a systematic literature review, we bring into focus strategic succession management in public organizations and discuss best ways of implementation.&nbsp;

**Keywords :** succession management, strategic succession management, public organization, succession management model

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