



SEPA SHRM

Presents:

Succession Planning: Passing the Torch



**APPROVED FOR 1.0 HRCI GENERAL &
STRATEGIC CREDITS***

Tuesday, January 15, 2008

8:00 AM – 10:15 AM

at the Travelodge Hotel

11580 Roosevelt Blvd.

Philadelphia, PA

***Succession Planning:
Passing the Torch***

A Succession Plan is a deliberate and systematic effort by an organization to ensure leadership continuity in **KEY** positions, retain and develop intellectual and knowledge capital for the future, and encourage individual advancement.

Many organizations' succession planning processes work to perpetuate the status quo, limit diversity, and stifle ingenuity and risk-taking. Succession planning ensures that there are highly qualified people in all positions, not just today, but tomorrow, next year, and five years from now.....building bench strength.

Dorothy will explore why leaders neglect this important process, how to align with corporate strategy, the development of competencies for **KEY** positions, building pools of leaders by developing high potential employees and building talent from within. The session will answer the questions, what is Succession Planning, why do it, what are the steps to an effective SP, important qualities for Hi Potentials and the process to choose them, potential roadblocks, why managers derail and how organizations can derail employees.

About our Speaker:

Dorothy Stubblebine has over twenty-five years of experience in progressively responsible Human Resource activities. Dorothy has worked in the banking, manufacturing and utility industries and her most recent corporate experience was as Vice President of Human Resources for the generic division of Wyeth Pharmaceuticals in Cherry Hill, NJ. Since July of 2000, Dorothy has been a Managing Principal in DJS Associates working with senior management in a wide range of Human Resource activities.

Dorothy holds a BA from Rowan University where she graduated *cum laude* and holds a lifetime certification from the Society of Human Resource Management as a Senior Professional in Human Resources (SPHR).

Dorothy's other professional activities include instructor for the HR certification class at Rowan University and member of the Workforce Staffing/Deployment National panel for the Society for Human Resources Management.

DIRECTIONS

The Travelodge is conveniently located on US 1; 3 miles south of the PA Turnpike exit 381, or 4 miles West of I-95 Woodhaven Road exit. The hotel's phone number is 215-464-9500.

PROGRAM SCHEDULE

8:00 Breakfast and Networking
8:30 Business Meeting, Introductions and "Hot Topics"
9:00 Featured Speaker
10:00 Networking

If you need a special accommodation to attend, please call (215) 698-7116

Please register and send your check in advance. You can always substitute a staff member if a conflict occurs.

**ONLINE REGISTRY IS UP &
RUNNING – ANY PROBLEM, JUST
PRINT OUT THE FORM & FAX TO:
215-698-7116**

SEE OUR CHAPTER WEB PAGE AT:

www.SEPASHRM.org

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* In all cases of Approved Providers, HRCI reserves the right to review/correct predetermined credits, in which case we would notify you of such change

Monthly BREAKFAST MEETING

TUESDAY

8:00 AM – 10:15 AM

January 15, 2008

Complete this registration form and mail it, along with your check to Susan Warner. Reservations must be received by Friday, January 11, 2008.

If you are unable to meet this deadline, please try to call Susan or Larry at (215) 698-7116, by 10 AM, Monday, January 14, 2007, if you plan to attend.

Make your check payable to: SEPA SHRM and mail to:

Susan Warner, J.D., SPHR
Chapter Administrator
C/o Human Resource Trouble Shooters
9090 Pine Road
Office Suite A
Philadelphia, PA 19115
(215) 698-7116

SEPA SHRM Chapter Members	\$12.00
Non-Chapter Members	\$17.00
Full-Time SHRM Student Members	Free

Attending _____

Amount enclosed \$ _____

SHRM # _____

Name _____

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