The Story of Us

As 2014 draws to a close, I plan to schedule Clutterbuck’s first conversation with me. We will discuss:

• Conversation 1: Employee’s internal dialogue
• Conversation 2: Employee and stakeholders
• Conversation 3: Employee and organization
• Conversation 4: Among and between social networks.

What is most interesting about Clutterbuck’s proposal is that it frees the process from human resources control and position descriptions. His strategy puts career planning into the hands of the employee and focuses the organization on developing and preparing an individual in a way that aligns the individual’s interests with the organization’s needs.

His strategies are likely to become even more relevant as more members of Generation F (the “Facebook Generation”) join our ranks. Generation F, schooled in and shaped by the world of the web, will have even less patience for archaic hierarchies and pipelines. A successful succession strategy will need to encompass the expectations of a generation accustomed to valuing contribution over title, crowd funding, crowd sourcing, intrinsic motivation, and fluid teams.

As 2014 draws to a close, I plan to schedule Clutterbuck’s first conversation with me. I hope you will as well. We are part of a vibrant profession that has weathered more than a century of world events and evolution. We need to make sure we are prepared to take on the challenges of the next century. Taking the time to seriously evaluate, modify, and implement our succession planning strategies will ensure that we leave a strong platform for the next generation.