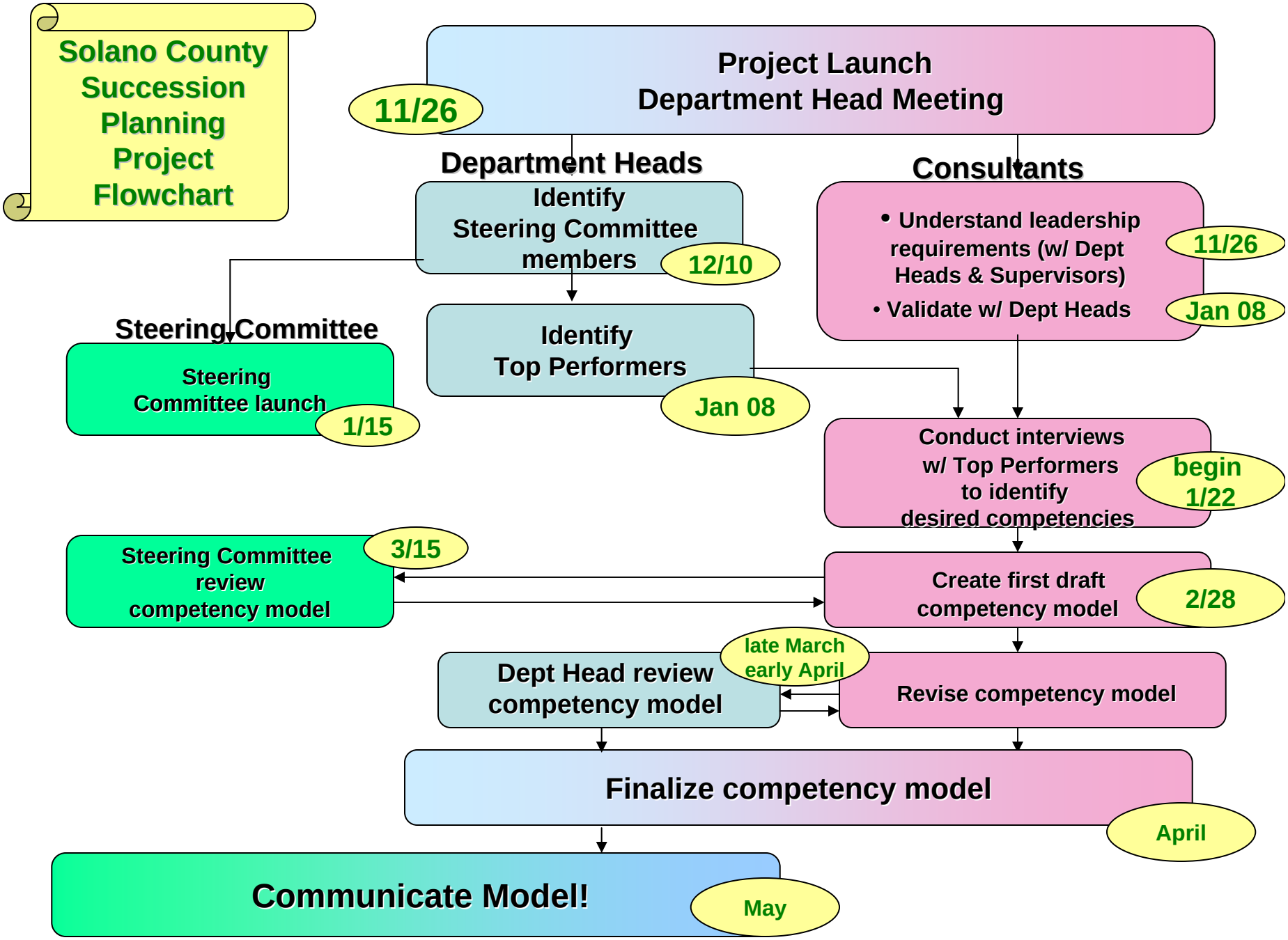
Solano County Succession Planning Project Flowchart
Project Launch
Department Head Meeting
11/26
Department Heads
Consultants
Identify Steering Committee members
12/10
• Understand leadership requirements (w/ Dept Heads & Supervisors)
11/26
• Validate w/ Dept Heads
Jan 08
Steering Committee
Steering Committee launch
1/15
Identify Top Performers
Jan 08
Conduct interviews w/ Top Performers to identify desired competencies
begin 1/22
Steering Committee review competency model
3/15
Create first draft competency model
2/28
late March early April
Dept Head review competency model
Revise competency model
Finalize competency model
April
Communicate Model!
May