

HUMAN RESOURCES TEAM 1

Primary Leadership: President's Office

Goal Description	Related Objectives	Implementation Team	Pre-Implementation Tasks
<p>Goal 1</p> <p>Develop and implement a Succession Plan Model that allows colleges (and the System Office) to identify, prepare for, and manage the effects of impending and future retirements.</p> <p>Note: The Succession Plan Model should include strategies for developing the current NCCCS talent pool as well as recruiting from outside the System to expand the pool of qualified candidates.</p>	<p>Objective A</p> <p>Appoint a Task Force of NCCCS constituent groups [Representatives of Trustees Association, State Board of Community Colleges, CC Presidents Association, and HR Directors Association, etc.] to research, identify & select an existing Succession Plan Model that can be adjusted to fit the needs of the NCCCS environment.</p> <p>Objective B</p> <p>Engage the Task Force in adjusting the identified model to fit the NCCCS institutional and System Office environments.</p>	<p>Team Leader</p> <p>Mr. Fred Williams</p> <p>Staff support</p> <p>Jane Phillips</p> <p>Planning Council Liaison</p> <p>Joanne Steiner, SBCC</p>	<ol style="list-style-type: none"> By November 13, ensure all Implementation Team Members are notified & aware of their assignment. By November 13, gather input from Implementation Team members about strategies to ensure that Task Forces are representative and infused with “new blood.” A good rule of thumb is to limit Task Force Membership to 25 members or less. By December 15, work with Implementation Team to develop an understanding of the Project Mapping process. Dr. Adams will facilitate.

IMPLEMENTATION TERMINOLOGY

Primary Leadership	Senior Staff are assigned primary & ultimate responsibility for achieving the Goals & Objectives attached to one of the five Critical Issues. They are charged with planning, communicating, organizing, & implementing all tasks necessary for Goal & Objective achievement.
Team Leader	NCCCS staff members assigned by Primary Leadership (Senior Staff) to provide technical and task leadership. These individuals may also be given responsibility for Project Map oversight.
Staff Support	NCCCS staff assigned by Primary Leadership (Senior Staff) to provide technical support for the Team.
Planning Council Liaisons	Planning Council Members volunteers who can be called on to provide context, continuity, & clarity if questions about Goals & Objectives arise. Unless a Liaison chooses otherwise, he or she will neither be expected to attend every meeting nor take on active assignments.

IMPLEMENTATION TERMINOLOGY

Task Force Members	Most Objectives call for working with a Task Force of relevant constituent groups to achieve Goals & Objectives. Task Force members should include individuals or groups directly, and in some cases indirectly, involved in or affected by a particular issue. Primary Leadership will work with Team Leaders, Staff Support, and Planning Council Liaisons to identify appropriate individuals or groups. When identifying potential members, focus on involving individuals who can bring fresh ideas and enthusiasm to the issue and on including representation from all constituent groups.
Project Maps	Project Maps identify the individual tasks that must occur in order to achieve Goals & Objectives and allow for appropriate delegation, time and resource management. Project Maps literally provide a “road map” for successfully completing Goals & Objectives within the 2007-09 timeframe.