

OFFICE OF HUMAN RESOURCES MANAGEMENT

INITIATIVE: Human Capital Management & Succession Planning

ME-50 LEAD: Jerome Butler/Dottie Van Steinburg, ME-51

OBJECTIVE: Develop Succession Planning and Management Model & Tools

Develop a corporate, Department-wide Succession Planning and Management Model that will identify, develop, and apply current human resources best practices and methodologies. A corporate, Department-wide Succession Planning model will assure that DOE has a highly skilled, well-qualified and diverse workforce capable of accomplishing the Department's missions.

	A/O February 10, 2003			
ACTION	COMPLETION DATE	STATUS	ORG.	POC
Collect, analyze, summarize internal/external benchmark data on succession planning and career development tools. (DOE and Other Federal Agencies and Private Industry).	December 2002	Complete	ME-51	Dottie Van Steinburg, ME-51
Develop Corporate Succession Planning and Management Model based on benchmark data	January 2003	Complete	ME-51	Dottie Van Steinburg, ME-51
Develop implementation plan, program product documentation, and marketing strategy	February 2003	On Target	ME-51	Dottie Van Steinburg, ME-51
Conduct briefings to key entities (TDMC, DOE Management Council, etc.) to obtain agreement/buy-in/endorsement	March 2003	On Target	ME-51	Dottie Van Steinburg, ME-51
Program Announcement/ Roll-out of corporate, DOE-wide Succession Planning Model & Toolbox	March 2003	On Target	ME-51	Dottie Van Steinburg, ME-51