

# Systems approach strategic workforce planning and succession management research ...

[Business](#), [Company](#)



## **Introduction**

Strategic workforce planning, systems approach and succession management are techniques used by organizations to manage their labor force. These workforce management techniques are utilized for different objectives within an organization. The time taken to implement them also varies.

## **Systems planning**

This is a management technique whereby a firm is considered an interconnected objective unit made up of several sections. This technique allows the organization's leadership to view the company as a unit in the corporate environment. In this system, the smallest activity in one of the sub-sections contributes to the success of the organization. This kind of system helps the management to efficiently set its long term objectives.

This management technique would be utilized in the case where an organization wants its work force to work to attain a given objective. The managers would ensure that each section of the organization contributes to the achievement of the main objectives. This is because this approach fosters unity and collective working within an organization regardless of the subdivisions in the organization's structure. Implementation of such a plan would take a long period of approximately a year. The plan involves the top managers of the organization who plan and implement the plan based on the objectives of the company.

## **Strategic workforce planning**

This is a management technique involving the alignment of priorities and needs of a company to those of its labor force to help it achieve its targets.

This approach is continuous and facilitates labor force development strategies that are based on evidence. This technique allows the company to identify suitable individuals who can guarantee success in future.

This technique is used when an organization wants to lay a strong foundation of its future success by identifying talented people to work towards that objective. The process may take more than a year since the workforce need to develop an understanding. Those involved in this plan are the top managers, human resource experts and IT specialists.

## **Succession management**

This is a management technique used by organizations to spot and develop individuals within an organization who have potential to fill important leadership posts within the company. This plan facilitates availability of capable, talented and experienced employees who are ready to fill these roles in case they become available. This technique is used when an organization wants to develop a policy of replacing its departing top employees internally. The implementation of such plans must be done continuously where junior employees are groomed to be talented and experienced leaders. Those involved in such plans include the top managers, the individuals being groomed for leadership and other stakeholders.

## **Conclusion**

Therefore, strategic labor force management, systems approach and succession management are important labor force management techniques which can be utilized by organizations to achieve different objectives. Their implementation processes differ in the time taken to implement and techniques are also utilized differently.

## **References**

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