

Kennebec Valley Human Resources Association

Succession Planning

**Presented by Barry Martin, SPHR, SHRM-SCP, Vice President, Human Resources Director
Skowhegan Savings Bank**

For years we've all read about and understand the value of Succession Planning. Yet research shows that most companies continue to have little or no deliberate succession planning in place. HR needs to be the strategic catalyst in setting up a succession planning system. Join Barry as he discusses the importance, function and methodology of a Succession Plan including: what he did to get buy-in and support from Senior Management and Board; the elements to include in the plan that are of value to your company; assembling data for review; creating an easy and efficient annual succession planning review process and monitoring and follow-up.



This program has been approved for 1.25 HRCI General Recertification Credit Hours. The Kennebec Valley Human Resources Association is recognized by SHRM to offer Professional Development Credits (PDCs) for the SHRM-CP or SHRM-SCP. This program will be awarded 1.25 PDCs.



**Wednesday, September 9, 2015; 7:30 a.m. – 9:30 a.m.
O'Brien's Restaurant @ the Best Western Plus Waterville, ME**

7:30-7:50 a.m. ~ Registration, Breakfast, and Networking
7:50-8:00 a.m. ~ Welcome and a word from our sponsor
8:00-9:15 a.m. ~ Presentation
9:15-9:30 a.m. ~ Chapter information/Wrap up

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|---|---------|
| <input type="checkbox"/> Member in advance: | \$20.00 |
| <input type="checkbox"/> Non-member in advance: | \$25.00 |
| <input type="checkbox"/> Member/Non-member at the door: | \$25.00 |
| <input type="checkbox"/> Student (with membership) | |
| <input type="checkbox"/> Prepaid (with membership) | |
| <input type="checkbox"/> Check Enclosed | |

(All members are welcome to stay for the Board meeting immediately following)

*** To receive the in-advance discount, mail your registration along with payment to the address below; it must be received by 12:00 noon on Thursday, September 3, 2015. If you have pre-paid, you may e-mail your registration to kvhraemail@gmail.com.**

Send to: KVHRA
P.O. Box 1445
Waterville, ME 04903

E-mail: kvhraemail@gmail.com

PLEASE PRINT THE INFORMATION BELOW FOR LEGIBILITY PURPOSES. THANKS

Name: _____ E-mail: _____
Company: _____ Phone: _____
Guest: _____ E-mail: _____

PLEASE NOTE: You are responsible for the meeting cost unless cancellation is made by 9:00 a.m. the Monday before the meeting. Please contact Annette McLaggan at **207-215-6882** if you need to cancel. Thank You!

Barry Martin, SPHR, SHRM-SCP is the Senior Vice President, Chief Human Resource Officer at Skowhegan Savings Bank. He has over 30 years experience in human resources and financial management in the private, public and non-profit sectors. Prior to joining Skowhegan Savings Bank, Barry served as Executive Director for the Tri-County Workforce Investment Board at the Eastern Maine Development Corporation where he promoted enhanced coordination between workforce development, the business sector and economic development systems in the region as well as oversight responsibilities for Department of Labor Workforce Development Programs. Barry served as an appointee to the Maine Jobs Council for over 10 years. He has also served as Director of Administration for the Maine Department of Labor's Bureau of Employment Services. Barry is a graduate of the University of Maine holding a B.A. in Political Science and a Masters Degree in Public Administration. Barry currently serves as District Director at the Maine State Human Resources Council and is a Past President for the Kennebec Valley Human Resources Association.

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