

An integrated approach for succession planning and knowledge management

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Abstract

In today's competitive world, intellectual assets and knowledge contribute to the success of organizations, so employees that have critical knowledge of organization are very valuable. On the other hand, in ever changing environment Succession is an event that sooner or later confronts all businesses, so organizations should have a plan to capture and transfer knowledge of more experienced people to potential successors. This paper suggested integrated approach for succession planning and knowledge management to prevent loss of valuable knowledge of organizations. For this purpose, literature reviewed and explored the link between succession planning and knowledge management. Then based on literature and expert views, an integrated model of succession planning and knowledge management was developed. For validity of the model questionnaire tool used and results indicated respondents agree with most components of the model.

Keywords: *Succession planning, knowledge management, knowledge transfer, knowledge retention*