

It's 2011, Did You Plan For The Future?

As you look at the calendar you are shocked to see it now reads "January 2011". You can hardly believe it has come upon you so soon. It seems like only yesterday the calendar read November 2006.

A sudden realization hits you. First, you are now five years older, five years closer to your retirement. Secondly, you realize all your staff is also five years older and those "senior" folks are spending their lunch hour quietly talking about what they will do when they retire.

You recall someone telling you that statistics indicated approximately 82% of the working force in 2006 would be between the ages of 55 and 65 in 2011. You now realize that the statistic relates directly to the folks in your operation. Your company is in the position it is today, largely because of the efforts of that very 82% of the population.

The good news is that just as your heart rate starts to race at the thought of who will take over in the key leadership roles, you wake up. Quickly glancing at the calendar you see that it is still November 2006 after all. The fright over with, you can relax, or can you?

True this may have been just a bad dream that you have had. However, will the reality be something you look forward to because you are well positioned with folks to take over key roles? Or will this be a nightmare that keeps you up at night.

The good news; there is still time for you to do something to influence which type of dream you will have and what the future of your organization will be like. But first you need to answer a few questions.

- Have I identified the key roles in my leadership team?
- Am I aware of the aspiration of the folks on my leadership team?
- Are my present leaders grooming individuals to follow them?
- Do I have someone who can take over my role so I can retire?

Four very simple questions when read quickly. However, can you answer YES to all four? If not, then you might want to consider what it will take to ensure that you can answer a positive YES to each of these questions. As in the dream sequence at the start of this article, 2011 will be upon us before we know it.

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