

Succession Planning Strategies at the Bahamas' Ministry of Education: A Case Study



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An exploratory single-case study was conducted to explore how government executives perceive the strategies for the current succession planning process, which include a competency model and the needed changes within the Ministry of Education in The Bahamas. The theoretical foundations for this study were the competency model and the five-step succession planning model. A qualitative methodology and single case study research design addressed the research questions. For this study, purposive sampling was used to choose a sample from a given population unit comprised of 12 executives. Data were collected through semi-structured interviews, questionnaires, and focus groups. Thematic analysis was used to discover emerging themes and organize the study using qualitative data. The following eight themes emerged from the data: 1) building capacity through succession planning strategies; 2) recognition of staff training and mentoring; 3) ultimate leadership preparation; 4) transformation through organizational growth changes; 5) required changes at the Ministry regarding weaknesses in the current succession planning system; 6) coaching techniques; 7) individual factors/development; and 8) skills development and skills set. Recommendations for future research that include the model and the theoretical foundations for this study are presented.

Biography:

Dr. Patsy Wilson is an Assistant Professor of Management at The University of The Bahamas. She has extensive administrative experience and worked as a Director of Admissions for over 30 years before her current role. During her transition to various leadership roles within her former Director role, she identified a gap in succession planning. This concept intrigued her, and she conducted a study to gain insight, which revealed a gap in this area. Her research has helped fill this gap. Using a qualitative methodology, her study was the first to be conducted on succession planning strategies in the Ministry of Education in The Bahamas.

Dr. Wilson is happily married and has two daughters and a grandson. She has achieved several academic degrees.

- Doctor of Business Administration with an Emphasis in Management, Grand Canyon University, Phoenix, Arizona
- Master Degree Business Administration, Nova Southeastern University, Fort Lauderdale-Davie, Florida
- Bachelor Business Administration, Business Information Systems, Tennessee State University, Nashville Tennessee
- Associate of Arts Degree, Secretarial Studies, The College of The Bahamas (now University of The Bahamas),