
SGR 10 in 10

From SGR (Strategic Government Resources) <SGR@GovernmentResource.com>

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Succession Planning Is No Longer Optional

If you spend time talking with local government leaders right now, one topic keeps coming up, sometimes directly, sometimes just beneath the surface. It usually shows up as a simple question: who's next?

It's not a new concern, but it feels more immediate than it did even a few years ago. A recent article from [EisnerAmper](#) highlights what many industries face as experienced leaders retire faster than they can be replaced. While the examples in the piece focus on healthcare and the private sector, the broader challenge translates easily to local government.

We're seeing it play out across communities of all sizes. Many long-tenured leaders who have carried not just responsibility, but institutional knowledge and community context, are stepping away. At the same time, newer leaders are moving into roles that come with a different level of visibility and complexity than in the past. Expectations have increased, and the fast

pace of work, often under public scrutiny, makes mistakes harder to absorb.

The gap that's emerging isn't just about having enough people to fill positions. It's about whether those stepping into leadership roles have had the opportunity to build the kind of perspective those roles now demand. Being highly capable in a single area is still important, but it's no longer sufficient on its own. Today's leaders are expected to operate across the organization and work effectively with elected officials, often responding to issues that lack clear playbooks and carry real community impact.

That kind of leadership doesn't develop overnight. It develops over time through experience and intentional growth.

This is where succession planning often gets misunderstood. In many organizations, it still tends to surface only when a transition is approaching. But the communities that seem to be navigating this moment more effectively are the ones that have made leadership development part of how they operate on an ongoing basis. They are paying attention to emerging leaders earlier in their careers and finding ways to broaden their experience before they are asked to step into more senior roles.

What stands out in those environments is not a formal plan sitting on a shelf, but a mindset. There is a recognition that leadership capacity doesn't just happen; it has to be developed with purpose. That includes creating opportunities for people to see beyond their current responsibilities and better understand how decisions are made, while building confidence in situations that don't have easy answers, especially in environments where there is no clear precedent.

There is also something encouraging in all of this. Across local government, there are talented professionals who care deeply about their communities and are willing to step into leadership. The opportunity in front of us is to make sure they are not doing that alone or unprepared.

Succession planning, when approached this way, becomes less about filling a role and more about shaping the future of the organization. It becomes part of how we ensure continuity and keep the organization moving forward over time, even as leadership changes. And increasingly, it's not something that can wait.

If you're thinking about where to start, or just want to talk through what succession planning could look like in your organization, we're always here as a resource.

Darin Atteberry

CEO, SGR



Building Alignment Where It Matters Most

SGR's Dr. Mike Mowery recently partnered with the City of Indian Rocks Beach, Florida, facilitating a strategic planning session with the City Commission and staff. These conversations create space for alignment, clarity, and shared direction, helping communities move forward with purpose and confidence. Learn more about our [Council Retreats and Workshops](#).





Upcoming Wednesday Webinars

SGR is proud to host weekly Wednesday Webinars. These webinars cover diverse topics, delivering valuable insights and knowledge to local government professionals, and the best part – **they're absolutely free!** Join us for a journey of discovery and learning.

How Texas Agencies Are Navigating TRAIGA

April 29th, 11am CDT

Presenter(s): Dustin Haisler

[Learn More & Register!](#)

Preparing the Next Generation of Leaders

As Darin shared in this week's commentary, succession planning is no longer something organizations can afford to put off. [SGR's Leadership Development and Mentoring Program](#) is designed to help build that pipeline, giving emerging leaders the perspective and confidence they need before stepping into more senior roles.





Did You Know? Flexible Executive Recruitment Support

SGR offers multiple levels of support in our Executive Recruitment services, allowing you to choose what fits your organization best. Whether you're looking for full-service support from start to finish, a limited scope approach where we partner on part of the process or select a la carte services - much like ordering exactly what you need from a menu - we can tailor the experience to meet you where you are. [Learn more.](#)

The World Is Accelerating: What Has Changed About Leadership?

It's a tumultuous time to be a leader. From the acceleration of AI to the change in global politics, I think it's worth asking: *What has changed about leadership?*



6 Key Local Government AI Insights Leaders Need Now

AI is already in use across local governments, often before organizational policies or guidance are in place. That reality brings both opportunity and responsibility. While AI can improve efficiency, productivity, and support decision-making, it also raises important questions about data integrity, public trust, ethics, and oversight.

The Importance of Employee Recognition: Low Cost, High Impact

In today's war for talent, organizations and leaders are looking for strategies to attract and retain their top performers while increasing organic growth and employee productivity. From offering new perks to designing flexible workplaces, company efforts to optimize the workplace are as strong as ever.



6 Workplace Trends Shaping 2026

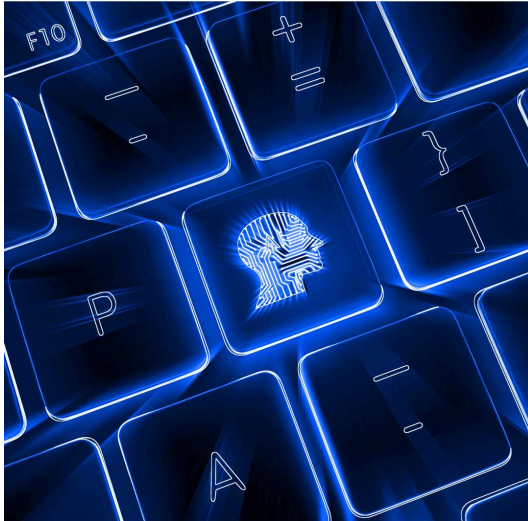
While no one has a crystal ball, one common thread is clear: AI and the need to balance technology with humanity will define how we work in 2026. The Workplace Intelligence study describes 2026 as a time of “realignment, consolidation and disruption.” Organizations that adapt quickly and ethically will be the ones that thrive.

Succession Planning in Local Government: Building Resilience for the Future

In an era of shifting workforce dynamics, demographic change, and rising demands for public services, succession planning in local government is no longer optional — it's mission-critical. For cities, counties, and special districts, ensuring continuity of leadership, preserving institutional



knowledge, and maintaining high-quality service delivery requires more than reactive hiring; it demands a proactive, systematic approach to talent development and workforce sustainability.



Servant Leadership in the Age of AI

Leadership comes in many forms, and — as noted in the Forbes article “Servant Leadership Isn’t Self-Sacrifice — It’s A Self-Aware Strategy” — effective leaders know how to adapt their style to the needs of each situation. In recent years, servant leadership has gained significant traction. This philosophy challenged traditional hierarchical models by positioning leaders as supporters of their teams. At its core, servant leadership emphasizes attentive listening and prioritizing the needs of others.

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