

## **Leadership Succession Training: The Public Administrator's Role and Responsibility**

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Leadership training is of primary importance to any administrator. All responsible leaders will cultivate their subordinates and themselves to take on additional roles and responsibilities in leadership of the organization. Leadership training is not a single event; it must be on-going and available to all members of an organization in order for that organization to be successful in achieving their mission. The development of leaders to effectively take over from current leadership requires planning and the planning must focus on the organization's future vision to facilitate leadership development. This research provides a baseline assessment of current leadership talent characteristics, provides insight for future leadership training, and presents a recommended course of action to accomplish leadership succession training goals.