



BRAV Meeting July 14, 2005

Program: *Business Continuity – Succession Planning*

Place: LandAmerica, 101 Gateway Centre Pkwy, Richmond, VA
(off Powhite & Midlothian Turnpike – directions attached),
--Check in with Security, meeting on first floor

Date/Time: July 14, 1:30pm registration, 2:00pm meeting

Meeting: “*Did anyone get the number of that bus?*”

Gary G. Lambert, VP Talent Management - LandAmerica

15 minutes Opening Exercise: “So now what?”

30 minutes Succession Planning

- The basics
- LandAmerica’s approach: Talent Management
- LandAmerica University

15 minutes Questions & Answers

Within any organization, large or small, the question of what happens when you lose valuable resources is extremely important. Business Continuity Planners often address the technical challenges of losing physical resources admirably but there is another consideration that should factor into the equation. Namely, what happens when we lose people (hopefully to other job opportunities!)? This discussion is designed to stimulate some thought about how organizations approach this issue. Our tongue-in-cheek title brings up the issue of what happens if (fill in the name of your most valuable employee) gets “hit by a bus tomorrow.” We will discuss the basics of the succession planning process and the specific approach taken by LandAmerica.

The **B**usiness **R**ecovery **A**ssociation of Virginia is an independent professional association of those involved in Business Continuity/Recovery and Contingency Planning. Membership is open. There are no membership dues or meeting fees.

Info/RSVP: Clarence Elliott - phone 804-272-1549, email cl Elliot@ix.netcom.com