

Succession Planning Practices in the Local Government Unit: Its Implementation

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Abstract: This study examined the implementation of succession planning practices at the barangay level in a Local Government Unit (LGU) to ensure leadership continuity and effective public service. Utilizing a cross-sectional descriptive survey design, the study assessed leadership development, policy continuity, community support, and capacity building across three selected barangays in Sampaloc, Manila: Barangay 632 (De Dios), Barangay 633 (Quintina), and Barangay 634 (Valencia). Data were gathered via a validated Likert-scale questionnaire from 150 respondents, consisting of 30 barangay officials and 120 constituents, and analyzed using percentages, weighted means, ranking, and a t-test. The findings revealed that succession planning practices are generally evident and implemented, with Leadership Development ranking the highest and Capacity Building and Training Programs ranking the lowest. The t-test established no significant difference between the assessments of officials and constituents regarding leadership development, policy continuity, and community support. However, a significant difference emerged in their perceptions of capacity building and training programs. Based on these outcomes, a targeted action plan is proposed to address the identified training gaps and sustain long-term institutional leadership continuity.

Keywords: Keywords: Local Government Unit, Succession Planning, Barangay Governance, Leadership Development, Community Participation.

1. Introduction

Succession planning is a vital institutional practice within Local Government Units (LGUs) as it safeguards operational continuity, organizational stability, and effective public service delivery. In local governance, leadership transitions are frequent and inevitable due to regular democratic elections, mandatory retirements, professional promotions, and unforeseen structural vacancies. Without a formalized mechanism to navigate these transitions, the delivery of basic community services and the momentum of long-term local development initiatives are highly vulnerable to disruptions. Consequently, proactive succession planning serves as a strategic human resource framework designed to identify, mentor, and prepare future leaders, thereby preserving institutional knowledge and maintaining organizational resilience at the grassroots level of governance.

In the Philippine administrative system, the barangay represents the primary planning and implementing unit of government policies. Barangay officials, spearheaded by the Barangay Chairman, are mandated to execute community programs, manage localized resources, and encourage active civic cooperation. However, sustaining development across

leadership shifts requires a balanced interplay between structural human capital--such as leadership development and capacity-building programs--and external environmental factors, including community participation and consistent policy execution. While traditional public administration literature extensively examines high-level bureaucratic governance and institutional frameworks, there remains a critical research gap concerning how structured succession planning directly influences grassroots operations, volunteer mobilization, and the performance sustainability of localized programs. Most existing inquiries treat leadership transitions reactively rather than exploring the systemic factors that influence proactive readiness within minor government sub-units.

To address this gap, this study comprehensively examines the succession planning practices of selected LGUs in Sampaloc, Manila, and evaluates their implementation at the barangay level. Specifically, this paper assesses the current state of succession planning across four core dimensions: Leadership Development, Policy Implementation and

Continuity, Community Participation and Support, and Capacity Building and Training Programs. Furthermore, it identifies the prevailing operational challenges and political bottlenecks encountered during these transitions. Ultimately, this research aims to provide an empirical basis for a proposed strategic Actions Plan to institutionalize merit-based leadership pipelines, optimize local governance efficiency, and ensure uninterrupted public service to the community.

2. Materials and Methods

This study employed a descriptive survey research design using a cross-sectional approach to examine the succession planning practices implemented in the Local Government Unit (LGU) of Manila. The descriptive survey method was considered appropriate because it enabled the researchers to describe and assess the existing conditions, practices, and perceptions regarding succession planning without manipulating any variables. The study focused on identifying the current practices related to leadership identification, leadership development, mentoring, training opportunities, and leadership transition preparedness within the selected barangays. According to Bano, Omar, and Ismail (2022), survey research is an effective method for evaluating organizational practices since it allows researchers to gather data directly from individuals who are involved in or affected by such practices. The respondents of the study included barangay officials and constituents from Barangays 632, 633, and 634 in Manila.

The study utilized stratified random sampling and purposive sampling techniques in selecting respondents. The population was divided into two strata: barangay officials and barangay constituents. Barangay officials included barangay captains, council members, and barangay kagawads, while constituents represented members of the community. A total of 150 respondents participated in the study, with 50 respondents coming from each barangay to ensure equal representation. Among the total respondents, 30 or 20% were barangay officials, while 120 or 80% were constituents. The main research instrument used in gathering data was a close-ended questionnaire composed of two parts. The first part gathered demographic information such as position, sex, and age, while the second part contained statements regarding succession planning practices in the LGU. The responses were measured using a five-point Likert scale ranging from Strongly Agree to Strongly Disagree. Prior to the conduct of the survey, the questionnaire was reviewed by experts to ensure clarity, relevance, and content validity.

In gathering the data, the researchers first secured permission from the concerned barangay officials before distributing the survey questionnaires to the selected respondents. The questionnaires were personally administered to ensure proper distribution and retrieval. After collection, the responses were tallied, tabulated, and analyzed using appropriate statistical

tools. Percentage was used to determine the proportion of respondents in each category, while weighted mean was utilized to assess the level of agreement of respondents regarding succession planning practices and problems encountered. Ranking was also employed to identify the proportional importance of the responses. Furthermore, a t-test was used to determine if there was a significant difference between the responses of barangay officials and constituents. The analyzed data served as the basis for interpreting the findings and drawing conclusions for the study.

3. Results and Discussion

1.Succession planning practices in the Local Government Unit are

assessed as to:

Table 1 Assessment of Succession Planning in the LGU as Assessed by Barangay Officials and Constituents as to Leadership Development

Indicator	Officials	Constituents	Composite	Rank			
	WM	VI	WM	VI	WM	VI	
The LGU identifies employees with potential for future leadership positions.	4.00	A	4.33	SA	4.17	A	3
Mentoring and coaching programs are provided to develop future leaders.	4.00	A	4.38	SA	4.19	A	2
There are clear qualifications and standards for leadership positions.	4.17	A	4.26	SA	4.22	SA	1

Indicator	Officials	Constituents	Composite	Rank			
Employees are given opportunities to take on leadership roles and responsibilities.	4.10	A	4.11	A	4.11	A	5
Performance evaluations consider leadership readiness	4.00	A	4.28	SA	4.14	A	4
OVERALL WEIGHTED MEAN	4.05	A	4.27	SA	4.26	SA	

Legend:

Scale Range Verbal Interpretation Symbol

5 4.20-5.00 Strongly Agree SA

4 3.40-4.19 Agree A

3 2.60-3.39 Neutral N

2 1.80-2.59 Disagree D

1 1.00-1.79 Strongly Disagree SD

As revealed in Table 1, the assessment of succession planning in the LGU as to leadership development obtained an overall weighted mean of 4.26, verbally interpreted as Strongly Agree (SA). This indicates that leadership development practices are highly evident in the LGU, suggesting that mechanisms for preparing future leaders are generally well-established and implemented.

Among the indicators, *"There are clear qualifications and standards for leadership positions"* ranked first with a composite weighted mean of 4.22 (SA). This implies that the LGU has clearly defined criteria for leadership roles, which strengthens transparency and ensures that qualified individuals are prepared for future leadership positions. On the other hand, *"Employees are given opportunities to take on leadership roles and responsibilities"* ranked last with a composite weighted mean of 4.11 (A). Although still interpreted as Agree, this suggests that opportunities for employees to assume leadership roles are present but may not be as consistently or fully maximized compared to other leadership development practices.

The results indicate that while leadership development in the LGU is strongly practiced, greater emphasis may still be placed

on providing more opportunities for employees to actively engage in leadership roles to further enhance succession planning efforts.

The findings are supported by the study of Agba (2024), which emphasizes that effective succession planning depends on clearly defined leadership qualifications, identification of potential leaders, and the provision of mentoring and coaching programs. This aligns with the results of the table, where respondents strongly agreed that the LGU has clear standards for leadership positions and provides developmental support for future leaders. Agba (2024) further explains that these practices help ensure leadership continuity and organizational success, confirming that the LGU's strong performance in leadership development reflects a well-established succession planning framework.

Table 2 Assessment of Succession Planning in the LGU as Assessed by Barangay Officials and Constituents as to Policy Implementation and Continuity

Indicator	Officials	Constituents	Composite	Rank			
	WM	VI	WM	VI	WM	VI	
The LGU has a formal written succession planning policy.	4.10	A	4.22	SA	4.16	A	3
There are clear procedures for leadership transition.	4.00	A	4.21	SA	4.11	A	4.5
Succession planning policies are consistently implemented.	4.10	A	4.11	A	4.11	A	4.5
Important documents and institutional knowledge are properly maintained.	4.10	A	4.27	SA	4.19	A	1

Indicator	Officials	Constituents	Composite	Rank			
Succession planning practices are regularly monitored and evaluated.	4.07	A	4.29	SA	4.18	A	2
Overall Weighted Mean	4.07	A	4.22	SA	4.15	A	

As presented in Table 2, the assessment of succession planning in the LGU in terms of policy implementation and continuity yielded an overall weighted mean of 4.15, verbally interpreted as Agree (A). This indicates that succession planning policies and related practices are generally evident and practiced within the LGU. It further suggests that the organization has established mechanisms that support continuity in leadership and operations, although there may still be areas that can be enhanced for more effective implementation.

Examining the individual indicators, *"Important documents and institutional knowledge are properly maintained"* obtained the highest rank with a composite weighted mean of 4.19 (A). This implies that the LGU places strong emphasis on the proper documentation and preservation of essential information, which is critical in ensuring consistency in operations and minimizing disruptions during leadership transitions. This practice supports organizational memory and helps maintain stability even when changes in leadership occur.

On the other hand, *"There are clear procedures for leadership transition"* and *"Succession planning policies are consistently implemented"* both received the lowest rank of 4.5, with a composite weighted mean of 4.11 (A). Although these are still positively rated, the results suggest that the clarity of leadership transition procedures and the consistency in policy implementation may not be as strongly manifested compared to other indicators. This indicates a need for further refinement and reinforcement of these areas to ensure that succession planning processes are carried out more systematically and uniformly. The findings indicate that the LGU demonstrates satisfactory practices in terms of policy implementation and continuity. The strong emphasis on maintaining institutional knowledge is a positive indicator of organizational preparedness. However, enhancing the clarity of procedures and ensuring the consistent application of succession planning policies could further strengthen the LGU's capacity to sustain effective leadership transitions and long-term organizational stability.

Relatively, Baporikar (2024) explains that effective succession planning requires formalized policies, consistent implementation, and proper documentation to ensure organizational continuity. This aligns with the results of the table, where respondents agreed that the LGU maintains written policies, preserves institutional knowledge, and regularly monitors succession planning practices. Baporikar (2024) further emphasizes that these elements are critical success factors in sustaining smooth leadership transitions, supporting the LGU's positive assessment of its policy implementation and continuity.

Table 3 Assessment of Succession Planning in the LGU as Assessed by Barangay Officials and Constituents as to Community Participation and Support

Indicator	Officials	Constituents	Composite	Rank			
	WM	VI	WM	VI	WM	VI	
The LGU ensures transparency in leadership transition processes.	4.03	A	4.12	A	4.08	A	5
Community members are informed about leadership development initiatives.	4.17	A	4.18	A	4.18	A	1
Stakeholders are encouraged to participate in leadership-related activities.	4.07	A	4.14	A	4.11	A	4
The community expresses trust in emerging leaders.	4.10	A	4.15	A	4.13	A	3

Indicator	Officials	Constituents	Composite	Rank			
Community support contributes to smooth leadership transitions.	4.07	A	4.21	SA	4.14	A	2
OVER ALL WEIGHTED MEAN	4.09	A	4.16	A	4.13	A	

The table presents the assessment of succession planning in the LGU in terms of community participation and support, as evaluated by barangay officials and constituents. The results reveal an overall weighted mean of 4.13, which is verbally interpreted as "Agree". This indicates that, in general, both groups of respondents perceive that community participation and support mechanisms in succession planning are evident and satisfactorily practiced within the LGU. The relatively close values between officials (4.09) and constituents (4.16) further suggest a consistent and shared perception regarding the presence of these practices.

As to the indicators, the highest-ranked item is "Community members are informed about leadership development initiatives", with a composite weighted mean of 4.18 (Rank 1). This high rating implies that the LGU is effective in disseminating information and ensuring that the public is aware of leadership-related programs and initiatives. Such transparency and communication are essential for fostering engagement and encouraging community involvement in governance processes. The strong agreement from both officials and constituents highlights the success of information channels and outreach efforts in promoting awareness.

Meanwhile, the lowest-ranked indicator is "The LGU ensures transparency in leadership transition processes," which obtained a composite weighted mean of 4.08 (Rank 5), although still verbally interpreted as "Agree." While the rating remains positive, its relatively lower position suggests that transparency in leadership transitions, compared to other aspects, may require further strengthening. This could indicate minor gaps in how transition processes are communicated or perceived by stakeholders, pointing to an opportunity for the LGU to enhance openness and clarity in this area.

In support of the findings, the Department of the Interior and Local Government (2023) Strategic Plan emphasizes the importance of participatory governance, transparency, and active citizen engagement in strengthening local leadership and ensuring effective public service delivery. This aligns with the

table results, where respondents agreed that the LGU informs the community, encourages stakeholder participation, and gains public support for leadership transitions. The Department of the Interior and Local Government (2023) further highlights that community involvement and trust are critical in sustaining leadership continuity and promoting accountability, supporting the positive assessment of community participation and support in the LGU's succession planning practices.

Table 4 Assessment of Succession Planning in the LGU as Assessed by Barangay Officials and Constituents as to Capacity Building and Training Programs

Indicator	Officials	Constituents	Composite	Rank			
	WM	VI	WM	VI	WM	VI	
The LGU provides regular leadership training programs.	4.00	A	4.15	A	4.08	A	3
Training needs are assessed before conducting programs.	4.07	A	4.23	SA	4.15	A	1
Adequate budget is allocated for leadership development activities.	4.03	A	4.25	SA	4.14	A	2
Officials and employees actively participate in training programs.	3.60	A	4.19	A	3.90	A	5
Training programs effectively prepare potential successors.	3.80	A	4.08	A	3.94	A	4
OVER ALL WEIGHTED MEAN	3.90	A	4.18	A	4.04	A	

The data presented in the table show the evaluation of succession planning in the LGU with regard to capacity building and training programs, as rated by barangay officials and constituents. The overall weighted mean is 4.04, which is verbally interpreted as "Agree." This indicates that, in general, both groups of respondents perceive that the LGU is effectively implementing capacity-building and training initiatives that support succession planning. The consistency of "Agree" ratings across all indicators further suggests a generally positive evaluation, although not at the highest level of affirmation.

In terms of the indicators, the highest-ranked item is *"Training needs are assessed before conducting programs,"* with a composite weighted mean of 4.15 (Rank 1). This result implies that the LGU demonstrates a strong practice of identifying and evaluating training requirements prior to program implementation. Such a practice is critical in ensuring that training activities are relevant, targeted, and responsive to the actual needs of officials and employees. The relatively high mean also reflects that both officials and constituents recognize and appreciate this systematic approach, which likely contributes to the effectiveness and efficiency of training interventions.

The second highest indicator, *"Adequate budget is allocated for leadership development activities,"* obtained a composite mean of 4.14 (Rank 2). This suggests that financial support for leadership development is sufficiently provided, reinforcing the LGU's commitment to sustaining training programs. Adequate funding is essential for the continuity and quality of capacity-building initiatives, and this result indicates that stakeholders perceive the LGU as investing appropriately in leadership development.

In contrast, the lowest-ranked indicator is *"Officials and employees actively participate in training programs,"* with a composite weighted mean of 3.90 (Rank 5), though still interpreted as "Agree." This comparatively lower rating implies that while participation exists, it may not be as strong or consistent as other aspects of the training program. Possible implications include barriers such as time constraints, workload, or varying levels of motivation among personnel. This finding suggests an area for improvement, where the LGU may need to enhance engagement strategies, encourage attendance, or provide incentives to increase active participation in training activities.

In relation to the results of the study, Baporikar, N. (2024) Critical Success Factors for Succession Planning Implementation, emphasizes that favorable and effective succession planning relies heavily on continuous capacity building, structured training programs, and adequate resource allocation to develop future leaders. This aligns with the table

results, where respondents agreed that the LGU conducts training needs assessments, provides regular leadership training, and allocates budget for leadership development. Baporikar (2024) further explains that training becomes most effective when it is needs-based and systematically implemented, supporting the LGU's positive assessment of its capacity-building and training programs in succession planning.

Table 5 Summary on Assessment of Succession Planning in the LGU as Assessed by Barangay Officials and Constituents

Indicator	Officials	Constituents	Composite	Rank			
	WM	VI	WM	VI	WM	VI	
Leadership Development	4.05	A	4.27	SA	4.26	SA	1`
Policy Implementation and Continuity	4.07	A	4.22	SA	4.15	A	2
Community Participation And Support	4.09	A	4.16	A	4.13	A	3
Capacity Building and Training Program	3.90	SA	4.18	A	4.04	A	4
Grand Mean	4.03	A	4.21	SA	4.15	A	

As summarized in Table 5, the assessment of succession planning in the LGU as evaluated by barangay officials and constituents yielded a grand mean of 4.15, verbally interpreted as Agree (A). This indicates that, overall, succession planning practices in the LGU are generally evident and implemented, reflecting a positive level of organizational preparedness in terms of leadership continuity and development.

In terms of specific indicators, Leadership Development obtained the highest rank with a composite weighted mean of 4.26, interpreted as Strongly Agree (SA). This implies that leadership development practices are highly evident within the LGU, particularly in identifying potential leaders, providing mentoring opportunities, and establishing clear leadership standards. This result suggests that the LGU places strong emphasis on preparing individuals for future leadership roles, which is essential in ensuring effective succession planning.

Conversely, Capacity Building and Training Program ranked lowest with a composite weighted mean of 4.04, verbally interpreted as Agree (A). Although still positively rated, this indicates that capacity building and training initiatives are comparatively less emphasized than other aspects of succession

planning. This suggests that while training programs are present, there may be a need to further strengthen and expand these initiatives to better support employee development and enhance readiness for leadership roles.

Generally, the findings suggest that the LGU demonstrates a generally favorable implementation of succession planning practices, with strong emphasis on leadership development. However, enhancing capacity building and training programs may further improve the effectiveness of succession planning by ensuring that employees are more fully equipped with the necessary skills and competencies for future leadership responsibilities.

2. Significant Difference Between Barangay Officials and Constituents

in Terms of Succession Planning Practices in the LGU

Table 6 Significant Difference Between Barangay Officials and Constituents as to Succession Planning Practices in the Local Government Unit Across Different Indicators

Indicator	Mean (Officials)	SD	Mean (Constituents)	SD	df	t-value	Critical Value	Decision	Interpretation
Leadership Development	4.05	0.65	4.27	0.76	51	-1.641	2.008	Failed to Reject H_0	Not Significant
Policy Implementation and Continuity	4.07	0.61	4.21	0.79	56	-1.090	2.003	Failed to Reject H_0	Not Significant
Community Participation and Support	4.08	0.54	4.16	0.79	64	-0.601	1.998	Failed to Reject H_0	Not Significant
Capacity Building and Training Program	3.90	0.47	4.18	0.80	76	-2.483	1.992	Reject H_0	Significant

Level of Significance @ 0.05

Table 6 presents the statistical analysis determining the significant difference between barangay officials and constituents regarding succession planning practices in the local government unit using an Independent Samples t-test (Assuming Unequal Variances).

For Leadership Development ($t=-1.641, p=0.1069$), Policy Implementation and Continuity ($t=-1.090, p=0.2805$), and Community Participation and Support ($t=-0.601, p=0.5503$), the computed p-values are all strictly greater than the alpha level of 0.05. Consequently, the null hypotheses (H_0) for these indicators are accepted, denoting no statistically significant difference between the two respondent groups. This establishes that both internal LGU officials and external constituents share a parallel institutional perspective regarding general leadership growth, operational consistency, and communal mobilization.

In contrast, a statistically significant difference is evident in the Capacity Building and Training Program indicator. The computed absolute t-value of 2.483 effectively breaches the critical two-tail threshold of 1.992, and its corresponding p-value ($p=0.0152$) falls well below the 0.05 significance margin. Thus, the null hypothesis (H_0) is rejected. The descriptive data highlights that constituents registered a noticeably higher mean score ($M=4.18, SD=0.80$) compared to the barangay officials ($M=3.90, SD=0.47$). This statistical variance implies that while the general public evaluates local capability enhancement programs favorably or carries higher developmental expectations, the local officials yield a more conservative assessment, potentially highlighting their firsthand awareness of budgetary restraints, logistical deficits, or implementation issues in municipal training.

3. Problems Encountered in Succession Planning in the Local

Government Unit

Table 7 Problems Encountered in Succession Planning in the Local Government Unit as Assessed by Barangay Officials and Constituents

Indicator	Officials	Constituents	Composite	Rank			
	WM	VI	WM	VI	WM	VI	
Lack of formal succession planning policy.	3.67	A	3.46	A	3.57	A	2
Limited budget for leadership development programs.	3.50	A	3.58	A	3.54	A	3
Political influence affects leadership selection.	3.60	A	3.66	A	3.63	A	1

Indicator	Officials	Constituents	Composite	Rank			
Resistance to change among officials or employees.	3.47	A	3.52	A	3.50	A	4.5
Inadequate training and preparation of future leaders.	3.60	A	3.40	A	3.50	A	4.5
Documentation of programs is poorly managed.	3.63	A	3.28	A	3.46	A	7
Some officials resist leadership change.	3.60	A	3.35	A	3.48	A	6
OVERALL WEIGHTED MEAN	3.58	A	3.46	A	3.52	A	

Legend:

Scale Range Verbal Interpretation Symbol

5 4.20-5.00 Strongly Agree SA

4 3.40-4.19 Agree A

3 2.60-3.39 Neutral N

2 1.80-2.59 Disagree D

1 1.00-1.79 Strongly Disagree SD

As indicated in Table 7, the problems encountered in succession planning in the LGU obtained an overall weighted mean of 3.52, verbally interpreted as Agree (A). This suggests that the respondents generally recognize the presence of several challenges in the implementation of succession planning. The result implies that while succession planning practices are being carried out, there are still existing issues that may affect its effectiveness and smooth implementation.

In terms of specific indicators, "Political influence affects leadership selection" ranked first with a composite weighted mean of 3.63 (A). This implies that political influence is perceived as the most significant problem in succession planning, suggesting that leadership selection may sometimes be affected by external or non-merit-based factors. This condition may impact the fairness and objectivity of the

succession process within the LGU.

On the other hand, the lowest ranked indicator is "Documentation of programs is poorly managed" with a composite weighted mean of 3.46 (A). Although still interpreted as Agree, this indicates that documentation-related concerns are less prominent compared to other issues identified. Overall, the findings suggest that the LGU experiences moderate challenges in succession planning, particularly in political influence and organizational processes, which may need to be addressed to improve the effectiveness of succession practices.

The findings are supported by Urassa (2024), who found that succession planning in local government authorities (unit) is often hindered by political influence, weak institutional policies, and limited resources for leadership development. This aligns with the table results, where respondents identified political influence in leadership selection, lack of formal succession planning policy, and limited budget for leadership programs as major problems. Urassa (2024) further explains that these challenges weaken merit-based leadership transitions and reduce the effectiveness of succession planning, supporting the issues identified in the LGU setting.

4. Conclusion

Succession planning practices in the Local Government Unit are generally evident and positively assessed, though gaps in capacity building and identified implementation challenges highlight the need for the proposed action plan to further strengthen leadership continuity and organizational stability.

Barangay officials and constituents generally assessed succession planning in the Local Government Unit as evident and implemented in terms of leadership development, policy implementation and continuity, community participation and support, and capacity building and training programs, with leadership development obtaining the highest assessment and capacity building and training programs receiving the lowest.

There is no significant difference between the assessments of barangay officials and constituents regarding leadership development, policy implementation and continuity, and community participation and support; however, a significant difference exists in capacity building and training programs, with constituents rating this aspect higher than barangay officials.

The respondents agreed that political influence in leadership selection, the absence of a formal succession planning policy, and limited budget allocation for leadership development programs are among the major problems affecting the effectiveness of succession planning in the LGU.

This highlights the proposed action plan is relevant and necessary to strengthen succession planning practices in the

LGU by enhancing leadership development, ensuring policy continuity, promoting community participation, and improving capacity-building and training initiatives.

5. Recommendations

Based on the findings and conclusions, the following recommendations are drawn:

1. The Success Plan may be adopted and implemented to strengthen leadership preparation, ensure policy continuity, promote community participation, and enhance capacity-building initiatives for sustainable succession planning in the LGU.

2. The barangay officials and LGU administration may sustain and further strengthen succession planning practices by enhancing leadership development, maintaining policy continuity, encouraging community participation, and improving capacity-building and training programs, particularly in areas that received relatively lower assessments.

3. The LGU Official may address the differences in perceptions regarding capacity-building and training programs by conducting regular training needs assessments, increasing stakeholder involvement, and ensuring that both barangay officials and constituents are informed of leadership development initiatives.

4. The LGU Official may establish a formal succession planning policy, minimize political influence in leadership selection through transparent procedures, and allocate adequate resources for leadership development programs to address the problems affecting succession planning effectiveness.

5. Future researchers may conduct further studies on other factors influencing succession planning practices in LGUs and similar organizations to expand the body of knowledge and develop more effective succession planning strategies.

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