

## **Organizational Knowledge Transfer Towards Developing Institutionalized Succession Framework for National Tobacco Administration**

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### **Abstract**

The study, Organizational Knowledge Transfer Towards Developing Institutionalized Succession Framework for National Tobacco Administration (NTA), investigates the NTA's approach to succession planning and knowledge management. The absence of a structured framework for leadership transitions presents challenges in ensuring the continuity of skills and institutional knowledge. This research identifies critical personnel and key roles essential for effective succession within the NTA, assessing the demographic characteristics that influence these roles. Barriers to knowledge transfer, including organizational culture, lack of formal mentoring, and inconsistent training, are identified as significant hindrances to succession planning. The study emphasizes the importance of structured interventions such as mentorship, training programs, and internships to facilitate knowledge sharing. These interventions aim to address identified obstacles, enabling seamless knowledge transfer and preparing future leaders. The findings contribute to understanding the complex dynamics of succession planning within a government agency context, highlighting the need for an institutionalized framework that aligns with the organization's strategic objectives. By identifying and addressing gaps in knowledge transfer, this study offers a comprehensive succession model aimed at enhancing leadership resilience and organizational sustainability within the NTA.

*Keywords: Succession planning, knowledge transfer, institutional framework, leadership continuity, National Tobacco Administration, organizational resilience, mentorship, training, public*