

# How MPS Egg Farms Prepares for a Highly Tenured Workforce

Succession planning at MPS Egg Farms is both a new initiative and a natural extension of the company's longstanding values. As one of the largest and most innovative egg producers in the United States, MPS is known for its commitment to people, quality, and continuous improvement. As the organization formalizes its succession planning approach, that same focus on steady, sustainable progress is guiding the work.

## Building a Foundation for the Future

For MPS, the journey toward a fully developed succession strategy is still in its early stages, but it is already reshaping how the organization thinks about leadership continuity. The HR team identified one of the earliest challenges as organizing and maintaining accurate data to understand future leadership coverage across departments.

With multiple locations and a wide range of roles, alignment and follow-through can be complex. To support this, MPS introduced technology to bring structure and visibility to the process. Using SuccessionHR, the HR team can send notifications to key role owners and others responsible for succession-related actions, helping ensure accountability while maintaining consistency across the organization.

This early focus on data, ownership, and structure has been critical. Rather than treating succession planning as a checklist exercise, MPS is intentionally building a framework that supports meaningful conversations and long-term continuity. This foundational phase is about putting the right systems and rhythms in place so leadership readiness can be sustained as the company grows.

## Adapting to a Changing Workforce

MPS's approach to succession planning is heavily influenced by the makeup of its workforce. With more than 800 associates and a highly tenured employee base, the organization benefits from deep institutional knowledge and long-standing commitment. The average tenure is approximately five years, with some employees having contributed more than four decades of service.



### MPS Egg Farms

The HR team identified one of the earliest challenges as organizing and maintaining accurate data to understand future leadership coverage across departments.





While this depth of experience is a significant strength, it also reinforces the importance of planning ahead. Retirements, promotions, and evolving skill requirements can shift quickly, making adaptability and communication essential components of the succession strategy.

*“That means starting meaningful conversations now about what’s next for each key role in the company.”*

The HR team has focused on building upon what already exists: the dedication, expertise, and loyalty of long-term employees. By combining **data insights with real dialogue**, MPS is ensuring its approach remains proactive rather than reactive.

Department leaders are involved early, helping create a collaborative framework that supports continuity without losing the personal connections that define the company’s culture. Preparing for transitions before they occur requires both clear systems and consistent conversations.

## Building a Culture of Development

Even as formal processes continue to evolve, one outcome has already made a noticeable impact: **more frequent and open conversations about growth and development**.

*The HR team has seen that meaningful progress does not require waiting for a “finished” system.*

These discussions are helping managers connect structure with people, turning succession planning into an ongoing dialogue rather than a static exercise. By linking data with real development conversations, MPS is creating a succession approach that feels practical, human, and aligned with its values.

As the organization continues to grow, maintaining a balance between structure and culture will remain central to its strategy. MPS’s thoughtful, values-driven approach reflects an understanding that succession planning is not only about preparing for what comes next, but also about recognizing the people who built the organization and ensuring their knowledge and legacy carry forward to the next generation of leaders.

