

## Succession Planning

Many demographic studies predict a large gap when it comes to replacing aging baby boomers in executive, managerial and other key positions. Despite a difficult economy, competition for talented employees will eventually increase. Early succession planning is necessary to ensure that the availability of ready leadership talent keeps pace with organizational changes, growth and turnover. Best practices are applied to support the ongoing development of appropriate skills and the identification and promotion of new talent so that continuity can be ensured and the organization can continue to evolve.

### **Solution-Based Services:**

- Collaborate with executives and managers to identify expected vacancies and timeframes and develop a succession planning strategy.
- Develop screening tools and processes to identify skills and competencies for new leaders.
- Identify potential candidates for leadership positions based on leadership predictors for the organization.
- Develop training/development plans for new and prospective leaders.
- Develop communication strategies for the organization to help support the succession planning strategies.