



Succession Management

The cascading benefits of Succession Management:

- **Benefits to the Individual**
Future leaders are equipped with leadership competencies and development experiences that prepare them for the organization's strategic future.
- **Benefits to the team**
Team members are aligned around a set of core competencies.
- **Benefits to the organization**
The development and retention of high potential leaders, leaving the organization better prepared for the future.



TURKNETT
LEADERSHIP
GROUP

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Objectives

In today's business environment succession management must be an active part of the overall talent management process and one that is integrated into the organization's strategy.

Principles and Process

We help you focus on your long term, strategic goals by identifying the competencies needed of your future leaders, and then by assessing and developing these competencies within your current talent.

- We consider the current as well as the future required competencies, utilizing a content validation strategy to ensure that the competencies are clearly aligned with each jobs' essential functions.
- We design a comprehensive, psychometric approach to assessing current performance and potential, ensuring that assessments are clearly linked to the competencies.
- We utilize the customized assessment strategy to understand each future leader's strengths, developmental opportunities, and succession readiness.
- We identify key developmental experiences, characterized by a high level of complexity and impact, which ensure preparation for the organization's strategic future.
- We provide stakeholders (i.e., HR Managers, CEO, Board Members) with initial Nine Box placements of candidates for review and discussion, providing advice on future placements and investments in developmental activities.
- We provide individuals with job fit reports, juxtaposing the competency analysis with the candidates' strengths to demonstrate success likelihood, key strengths, and areas of developmental opportunity for each position.
- We offer individuals comprehensive reports integrating the results of multiple assessments to provide them with in depth developmental information on their current performance and potential for each competency.
- We evaluate the culture of the entire team and provide individuals with a report demonstrating how their values may differ from those of other members of their team.
- We meet with individuals to provide feedback on their performance and potential and create development plans.
- We provide coaching and developmental follow up programs to ensure that development goals are achieved.

Process Map for Succession Management

Phase 1



Phase 2

