



Succession Management

as part of your overall talent 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

The focus is on the individual in the context of the leadership team to add value to the team's performance.

Benefits to the organization

We ensure that the organization has the bench strength needed to achieve its strategy.

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. Turknett Leadership Group focuses on objectively assessing, identifying and developing high potential employees as well as outside candidates to align with the organization's strategy and required competencies for future leadership. It is critical for the process to reflect several important principles and focus on some key objectives as outlined below.

Principles & Process

- We help you focus on your long term, strategic requirements by developing bench strength with competencies aligned with your strategic mission.
- We consider the current as well as the future required job competencies. Effective succession management requires that the development of high potentials include experiences that prepare them for the organization's strategic future.
- We focus on leadership requirements using job analysis techniques to develop objective criteria for a broad, more flexible leader of the future who reflects the company's values and can help the organization realize its vision.
- We utilize objective assessments that are far more accurate and reliable than the intuitive judgment of an individual's manager including 360-degree feedback data.
- We add value to the leadership team, not just to the individual. In the past, succession planning focused only on the preparation of high potential individuals. Today, organizations increasingly work in teams to focus on the individual in the context of the leadership team to add value to the team's performance.
- We focus on making the process open, enabling managers to take more responsibility for their careers. Career progression is placed on the individual and involves dialogue with outside candidates, executive job posting, mentoring and educating around leadership requirements.
- We focus on developing critical competencies needed for the future, rather than focusing solely on the current rankings of high potentials.

Steps in the Process

1. Identify business vision and strategy and requirements that support goals and strategy.
2. Identify and create a model of current and future success competencies for each management position.
3. Gain an understanding of each future leader's strengths, weaknesses, and succession readiness and summarize the succession readiness for each individual.
4. Create a plan for improving the capabilities of all current managers and future leaders.

TLG offers an objective, reliable process, customized for your organization, that links succession management with your long-term strategy. We will help you maximize your human capital by assessing and developing high potential talent for future leadership needs. This approach will ensure leadership continuity and help in achieving your strategic goals.



Process Map for Succession Management

TLG can partner with you to custom design a succession planning process for your company.

