

SUCCESSION PLANNING

GROW YOUR OWN TALENT

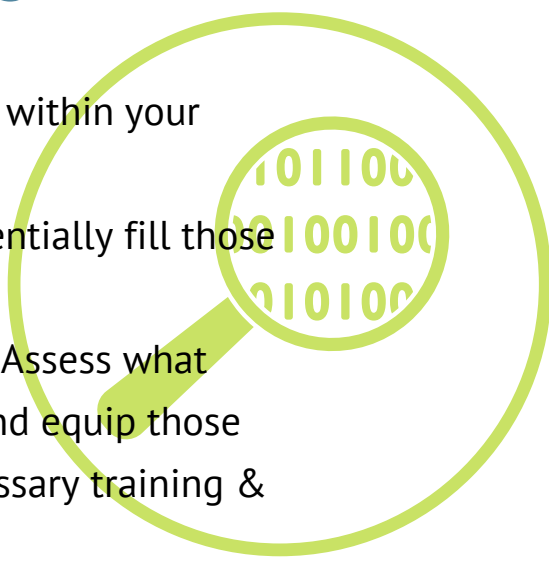
BE PREPARED

- Conduct regular employee engagement exercises
- Do your staff feel valued?
- Examine the leadership skills in your business
- Ensure your key workers can see a future with you
- Encourage key workers to learn & develop new skills



ANALYSE & ASSESS

- Identify key leadership roles within your business
- Identify staff who could potentially fill those roles
- Conduct skills gap analysis. Assess what potential candidates need and equip those future leaders with the necessary training & development



KNOWLEDGE TRANSFER

- Incorporate work "shadowing" where practical
- Ensure all policies and procedures are documented
- Create learning plans that satisfy current and future needs
- Track development progress
- Create a pool of talent



MEASURE EFFECTIVENESS

- Create "Talent Scorecards"
- Assess "Talent Pool" against scorecard
- Review strategy every quarter
- Share findings with stakeholders



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