

Succession Planning and Performance Development Assessments

Are you managing succession planning in your organization or just reacting to the changes needed in your organization as the largest work group in history (baby boomers) head into retirement? Have you captured their best practices, build a repository or key knowledge management factors?

Do you have a performance-based succession plan or performance-based assessment process to correctly identify what you need to 'capture' from exiting people before they retire? Or, a fast track way to ramp up others?

Are the Xer's and Millennial's motivated in the same way as your exiting Baby boomers? Probably not. Do you want to keep the best practices of all of those 'boomers' heading for the door? Probably not.

Boomers are typically value-oriented, idealistic and work-centric, while X'ers are more likely to be pragmatic, independent and self-reliant. The Millennials' (or Yer's) are optimistic, civically-engaged and self-confident. This sort of change in paradigms demands careful attention to our succession planning strategies. We have that experience at Platinum Performance Partners (PPP).

There is a lot to consider in the succession planning process and development assessment needs of your organization. The right decisions are critical. To save time, energy and money, consider using the right performance tools to analyze your succession planning and development assessment needs. PPP uses validated performance assessment tools and processes that will provide you with the correct performance development plans for meeting aggressive succession plans while managing the flux in your personal changes.

Platinum Performance Partners and our associate partners have assisted a number of organizations in their planning and development of succession plans to meet the ever changing workplace. Talk to the one of the Managing Partners at Platinum Performance Partners to learn how this can be done much more effectively in your organization.