

## Succession Planning – Continuity for Success

Studies have shown that, while every executive understands the importance of succession planning, most are not making time for it. Two of their top reasons for not prioritizing succession planning efforts are the constant demands of their day-to-day operations and their own personal feelings of career immortality.

Developing a realistic succession plan for critical roles in any organization is a serious undertaking. Identifying, developing, measuring and retaining talent are more than just a series of singular tasks to be tackled in a specified timeframe. Succession planning cannot be an extremely overt effort either; requiring people to groom their replacements is not exactly motivating.

An effective succession plan needs to stem from a more organic, ongoing effort that is woven into the company culture.



### Good Succession Planning

Good succession planning is marked by components that deliver measurable results.

- ✓ Multi-level succession plans
- ✓ One or more candidates identified for each key position
- ✓ Preparedness ratings on each candidate
- ✓ Readiness ratings on each candidate
- ✓ Development plans that include a variety of delivery alternatives
- ✓ Knowledge of the most efficient preparedness methods
- ✓ Transparency with Board members about succession planning
- ✓ Metrics that report the success of succession leadership

### PORTICO'S Capabilities in Leadership Succession Planning & Continuity

PORTICO has significant experience in succession planning. We have built this planning process into the culture of many organizations. We began developing succession plans for companies in 1984. We have worked with over 20 profit and nonprofit organizations over the years – from companies with fewer than 100 employees to Fortune 100 companies. We have created realistic succession plans that have proven to be successful and cost effective.

Ask for our list of clients and allow us to assist you in the development of your own professional succession plan. Avoid surprises that lead to costly omissions in planning and tarnished employee relations. Be proactive and methodical in building bench strength, developing successors and talent acquisition.

We look forward to you considering our successful track record and integrating it into your organization!

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