

SUCCESSION PLANNING

The objective of succession planning is to provide senior management with a system for providing and identifying a pool of ready replacements for key jobs, and to provide professionals with a clearly defined career path and a process to optimize their advancement. Workitect will work with the client organization to develop and implement these systems. Key components can include:

- Detailed career paths with key job steps and profiles;
- A process to identify ready replacements for next level jobs;
- Development-rotational and temporary assignments, tasks, and training;
- Communication packages for management and professionals;
- Development of a 360° feedback tool based on the competency model;
- A resource guide that participants and their managers can use to guide development planning;
- Questions to guide participants through analysis of their assessment data and ultimately to a development plan;
- Development planning forms;
- A workshop on development planning, during which participants receive competency feedback and training on development planning;
- A developmental assessment center, where participants engage in assessment activities such as a case analysis and oral interview, an in-basket, role plays, a leaderless group discussion, etc., and also receive training in development planning.

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