

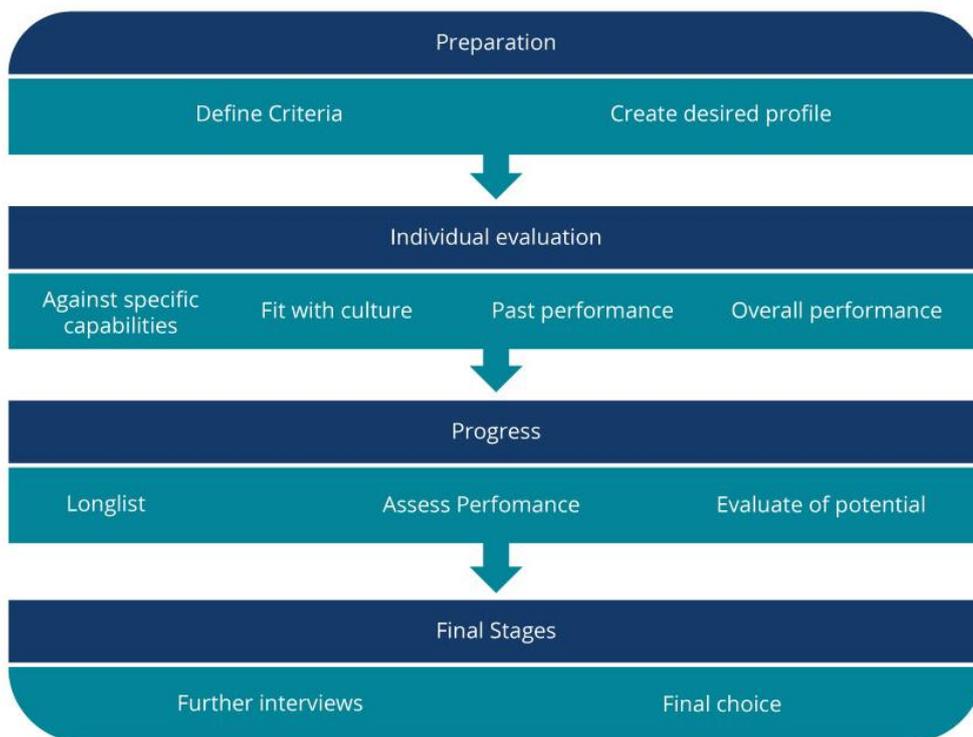


Succession

PLANNING FOR THE FUTURE: Identifying individuals for key positions in your teams of the future

Overview

Using a more rigorous approach for **succession planning** can significantly reduce the time required to gather effective performance data and make better evaluations or predictions on future individual performance. Transcend Succession guides you through 4 stages: Preparation, Individual Evaluation, Progress and Final Selection.



What is it?

- A cloud-based application which helps you plan for future management and growth
- An internal insurance policy against retirement, resignation, promotion or re-organisation
- An opportunity to guide the learning and career path of talented employees
- A scientific approach which protects against uncertainty and helps new appointments 'hit the ground running'
- An opportunity to identify key skills and assess performance before it becomes critical

How it works

For key roles in the organisation, whereby a vacancy would cause a serious disruption to day to day operations, you identify possible successors using specific, relevant criteria and a robust process:

1. **Preparation** - defining a framework for each role that includes capabilities and incorporates team culture considerations
2. **Evaluation** - identifying and evaluating a long list of potential individuals against specific capabilities for the target role or generic capabilities for the target team. Looking at past performance and candidate suitability based on the framework defined
3. **Progress** - detailed evaluation of candidate performance and their fit for the role and team allowing a tighter list to be drawn up and potential candidates progressed through the stages
4. **Selection** - undertaking provisional interviews to assess interest in career paths helps to make choices on the best candidate for the role and build an appropriate progression plan

Analysis, Reporting & Outputs

Succession analysis can be presented in a variety of ways, allowing you compare different data:

- A longlist / shortlist of potential successors
- A prioritised list of successors based upon how 'suitable' the individuals would be
- A baseline development plan showing the 'day-one' training actions required to ensure the person can rise to the new position

Target Role Title		Function	Location	CANDIDATE EVALUATION						
National Sales Manager		Sales & Marketing	London	CANDIDATE DETAILS			CANDIDATE EVALUATION			
Name	Current Role Title	Location	Target Role Capability	Culture Correlation		Current Role			Readiness	Click to Select
				Desired	Current	Capability	Achievement of objectives	Overall Performance		
Joe Bloggs	Sales Manager - South	London	23.6	56%	65%	37.3	Superior	Good	Now ▼	⊗
Jean White	Sales Manager - North	Manchester	22.4	62%	67%	34.8	Mixed	Superior	<2 yrs ▼	⊗
Jim Black	Sales Manager - Scotland	Glasgow	20.9	47%	56%	n/a	Mixed	Capable	>2 yrs ▼	

The approach allows a more scientific approach to be taken with succession planning and can significantly reduce the time required to gather effective performance data.

It can also support managers in making evaluations or predictions on future performance.

Key Benefits

- ✓ **Improved team management** with a clear longer-term direction for the team
- ✓ **Clear understanding** of the requirements for roles, teams and individuals
- ✓ **Improved talent identification**, empowering line managers to seek out strong team performers
- ✓ **Minimised disruption** when there is a change in key organisational roles
- ✓ **Staff engagement** as reduced period of uncertainty between individuals in place
- ✓ **Competent candidate** preparation in advance of any change in leadership
- ✓ **Effective shortlisting** makes the entire process more efficient
- ✓ **Strong & reliable** evaluation criteria allows you to make informed selection of candidates



Measure

Conduct a structured process to assess potential internal successors for suitability against role requirements and combine with external candidates.



Understand

Define a prioritised list of successors based upon how 'suitable' the individuals would be against a variety of measures



Improve

Ease transitions (e.g. mergers, restructures, strategy change)

WITH TRANSCEND, YOU CAN IMPROVE PERFORMANCE DURING TIMES OF CHANGE. OUR BLEND OF TOOLS AND SERVICES HELP YOU UNDERSTAND AND SHAPE AN EFFECTIVE TEAM CULTURE.

Services



Solutions

- Customer Research & Insight 
- Staff Capability & Engagement 
- Transformation & Culture Change 
- HR Process Review & Improvement 
- Leadership Development & 360 Feedback 
- Performance & Talent Management 



Tools

FOR MORE INFORMATION,
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