

Identifying, developing and retaining future leaders in alignment with your business strategy

- Assist to identify a systematic approach to ensure leadership continuity
- Facilitate the design and implementation of a process to establish a talent pool
- Monitor the development and engagement of the potential future leaders

Our Strengths

Business Driven

Maintaining business focus and identifying initiatives supported by your leaders, to drive improvement in business results

Impact

Assisting you plan and implement solutions for mission critical areas and drive immediate impact

Simple

Designing implementable solutions that are easy to understand and apply

Sustainable

Collaborating with business leaders, communicating solutions with a clear business message, while driving accountability to all levels of the organization

39%

of organizations said "developing the next generation of organizational leaders" would be their greatest human capital challenge in the next 10 years -SHRM 2015-

Our Solution

A succession management approach that identifies, develops and retains the next generation of leaders in alignment with corporate objectives and business demands. This systematic effort ensures leadership continuity emphasizing the significant benefits of succession from within.

We support all the phases of the succession management process:

Design: Facilitating the analysis of the effectiveness of the current approach and collecting executive insights on business objectives and long-term growth, enables the design of a business focus

solution customized for your organization.

Execution: Developing your high potential talent, evaluating their performance against clear standards, and determining their readiness to take on the responsibilities of the new position, provides you with valuable evidence to fulfill critical positions.

Effectiveness: Gaining commitment from the top, ensuring ownership across the organization, and monitoring progress regularly, helps you to achieve a long-term value of the succession management process.

Our Professionals

Our Talent Management Advisors, are recognized for their experience to drive succession management efforts to improve the leadership bench strength and to optimize the impact of leaders in the execution of the corporate objectives and long-term goals.

Their unique talent in designing, planning and executing succession management programs are supported by their strengths in Change Management and Continuous Improvement.

Let us be your Partner

To learn more about how **Workforce Impact** can help with your succession management program, contact us:

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