



RIGHT

MANAGEMENT CONSULTANTS®

Great Lakes Region

Succession Management

Find, develop and keep the leaders who keep you competitive.

The strategic agility of an organization is derived from the commitment, confidence, resilience and capability of its people. As the business environment and strategic imperatives continue to undergo change, talent is your only sustainable competitive advantage. How you manage your key talent will bolster – or jeopardize – that competitive advantage.

Right's wide array of succession management services help organizations meet the business challenges they face.

SUCCESSION MANAGEMENT: YOUR ROADMAP FOR DEVELOPING FUTURE LEADERS

Whether your organization is growing, consolidating, downsizing, or facing emerging technologies that demand new skill sets, having the right people in the right jobs can turn your strategy into action and drive business results. Succession management that is tied to business strategy ensures you will have the bench strength needed to succeed and grow the business.

Right's succession management services can help your organization:

- **Clarify Future Talent Needs** – Identify the critical positions, skills, knowledge and experience necessary to assure strong executive performance and produce solid business results.
- **Assess Current Talent** – Using a variety of tools such as personality tests, structured interviews or simulation-based assessments to identify and objectively assess the skills and abilities of your talent pool.
- **Create a Talent Strategy** – Work with HR and other leaders to create strategies around selecting, mobilizing and developing the right people to achieve your organization's desired business results. This strategy is devised to:
 - » *Select Talent* by employing testing and assessments to identify and select high-potential talent at all levels from inside and outside the organization to strengthen the leadership base
 - » *Mobilize Talent* by focusing on retention and succession strategies, and assimilation into new positions to ensure optimum fit and success
 - » *Develop Capability* using leadership coaching and development strategies to aid in creating stronger leaders and teams

STRATEGIC SUCCESSION MANAGEMENT WORKS

Right's consultants can work with you to implement a customized program designed to anticipate, identify, assess, select, coach and develop the leaders that can take your organization to the next level of performance. Effective succession management also prevents revenue shortfalls and improves business outcomes, because allocating resources to develop leaders vastly improves your organization's bench strength – and results.

RIGHT'S SUCCESSION MANAGEMENT PROMOTES...

Improved linkage between individual efforts and business goals

Enhanced leadership bench strength

Better fit between people's jobs and skills

Increased productivity, capability, adaptability

Better quality and fit of new hires

Sustained motivation and job satisfaction

More individual responsibility for development and career management