



excel global partners

SUCCESSION PLANNING

Succession Planning involves proactively road-mapping a smooth transition of the organization's leadership in the event of a voluntary or involuntary change. A Succession Plan involves strategically identifying the risks and opportunities that face the organization beyond the horizon of today's leadership team. These risks and opportunities are carefully considered in identifying the key traits necessary in future leadership.

The organization must look beyond the success traits of today's leadership team in considering what skills and traits will be required in subsequent leaders. As an example, the past three CEOs of General Electric were by no means carbon copies of each other... each CEO, from Reg Jones to Jack Welch to Jeffrey Immelt, possessed significantly different styles and skills than his predecessor. The goal of Succession Planning is to look into a crystal ball to determine which traits will be necessary in tomorrow's leaders.

The second and equally important component of a Succession Plan is to identify a strategy to develop internal employees with high-potential for leadership and growth within the organization.

UNLEASH THE POWER OF EGP

EGP professionals have real-world experience in designing and implementing succession plans. Additionally, our experience in developing, leading, and consulting for organizations of varying sizes, across an array of industries, ensures proven and practical advice is given to our clients. EGP delivers solutions for a competitive edge in the marketplace. We listen to your needs and take the confusion out of growing your business by providing long-term solutions that work. We deliver every time. That's the EGP difference.

A Succession Plan, especially for those of smaller organizations, must also include a detailed plan for Emergency Transitions of authority, whether temporary or permanent. This Emergency Transition Plan must carefully detail the transfer of authority. The organization must continue. Every aspect relating to its mission, finances, human resources, reputation, and emotional well-being must be in harmony.

As with a marathon, training and planning can mean the difference between a successful transition and one that expends time and resources, but leaves you alongside the road wondering what went wrong.

A successful Succession Plan is a marathon, not a sprint.

excelerate your business!

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