

SUCCESSION PLANNING OPTIMIZATION SECRETS YOU CAN'T MISS

Succession planning helps to identify and develop high-potential workers as holders of key positions in the future, a well-tailored succession plan ensures that the business is ready for all contingencies.

FOCUS ON HUMAN DEVELOPMENT

In a succession-ready culture, leaders can observe, shape and reinforce the right behaviours for all employees to achieve and sustain success.

EMBRACE YOUR ROLE AS A COACH

In today's workplace culture, managers should be neither command-and-control timekeepers or goal setters, but rather coaches and mentors.

RUN SUCCESSION PLAN TRIALS ON A REGULAR BASIS

A succession trial helps employees to learn and gain new insights about the company, it also helps strengthen employees' commitment to the company.

SHARPEN YOUR INTERPERSONAL SKILLS IN IDENTIFYING TALENTS

Once you have spotted top performers, offer them mentoring relationships, job shadowing and training, and in concert with things mentioned above, be their developer-coach.

PROVIDE EMPLOYEES WITH UNDERSTANDINGS OF THEIR COLLEAGUES' WORK

Both groups have to learn about the end product and the customer interface to measure how their specific behaviours can affect the final result.