

Succession Planning Consultative Services

The Office of Human Capital Strategy (OHCS) provides consultative services to assist organizations in developing and implementing strategies for successful succession planning.

AVAILABLE CONSULTATIVE SERVICES

- 1 Assessment and Planning:**
 - Integrate succession planning into the organization's strategic objectives, culture, and current leadership landscape
 - Assess existing succession planning processes, if any
 - Identify key stakeholders and decision-makers involved in the succession planning process
- 2 Data Collection and Analysis:**
 - Perform assessments such as leadership competency evaluations, talent reviews, and gap analyses
 - Analyze demographic trends, retirement projections, and potential leadership vacancies
- 3 Strategy Development:**
 - Collaborate to develop a tailored succession planning strategy aligned with business goals
 - Define critical roles and key competencies required for success in those roles
 - Determine talent identification criteria and methods for assessing potential successors
 - Establish processes for talent development, mentoring, and career pathing
- 4 Implementation Planning:**
 - Develop a detailed roadmap for implementing the succession planning strategy
 - Identify roles and responsibilities for stakeholders involved in the process
 - Outline communication plans to engage employees and gain buy-in for succession initiatives
- 5 Evaluation and Continuous Improvement:**
 - Help organizations measure the effectiveness of their succession planning efforts through metrics such as leadership pipeline strength, employee fill rates, etc. Evaluate the effectiveness of the succession planning efforts against predefined success criteria.
 - Use data-driven insights to refine succession planning processes, tools, and practices.



OHCS aims to help organizations build robust leadership pipelines, mitigate risks, and sustain long-term success.