

Succession Planning

Succession planning is the greatest investment you can make towards ensuring long-term success for your company, yet most organizations don't build their leadership bench deep enough, use a process based on subjectivity, or don't have a plan at all. With the future of your company at stake, CEOs must turn the magnifying glass on their leadership planning process.

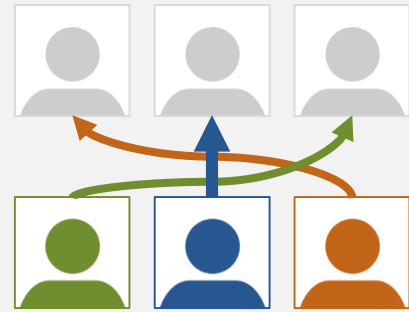
Optimize Your Investments in Your Future Leadership Team

Most companies struggle with determining the right process for leadership planning, often misdirecting investments in time and money, without much return. Few have ascertained a clear set of indicators for successful leadership candidates, or measured the readiness level of potential leaders.

Using a data-driven succession planning process will help you define what leadership success looks like in your organization, and assess talent readiness across your organization – going beyond the immediate executive team to encompass other high-potential leaders across all levels of the organization.

Achieve a Clear Picture of Leader Readiness Across Your Organization

The solution requires a strategic, and multi-pronged process that identifies a clear, data-driven roadmap to pinpointing and cultivating a robust leadership pipeline.



- Do you have a board-ready succession plan?
- Do you have the tools to identify the right people for the right leadership positions?
- How confident are you in the credibility, fairness and effectiveness of your succession planning process?
- Is your process based on objective data and real-time information?
- Can you say with certainty that an employees' leadership potential wasn't overestimated? Or that others weren't underestimated?

DEFINE SUCCESS

By benchmarking what success looks like in your organization, and identifying the critical thinking skills, culture/values of successful leaders, you are better equipped to measure leadership candidates against these qualifications or qualified indicators.

ASSESS & DEVELOP

Assess your talent for a clear picture of leader readiness across your organization. The right data provides the information you need to identify skill gaps, and to create development plans that set your employees up for success.

INFORMED DECISION MAKING

Leverage data to make better talent decisions, and ensure smooth executive team promotions and transitions.

After working with XBI Insight, our clients are able to:

- Identify high potential talent based on specific succession criteria
- Utilize robust succession plans to ensure a full leadership pipeline
- Create more customized training and programs to develop future leaders.
- Identify future leaders earlier in their careers.
- Have a deep understanding of talent strengths, experiences and potential.
- Effectively work with Boards to prepare for a transition.

For more information contact:
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