

## NEPIRC AND NEPA SHRM PRESENT: TALENT SUCCESSION PLANNING

**Talent Succession Planning** - a deliberate and systematic effort by an organization to ensure leadership continuity in key positions, retain and develop intellectual and knowledge capital for the future, and encourage individual advancement.

A study of the world's 2,500 largest public companies shows that companies that scramble to find replacements for departing CEOs forgo an average of \$1.8 billion in shareholder value. – *Harvard Business Review*

### BENEFITS

- Disaster-proofs your business
- Identifies your most qualified future leaders
- Creates structure for training and development
- Helps the company plan for the long-term

NEPA  SHRM

*HRCI and SHRM credits pending*

**There is no cost to attend!**

### GETTING STARTED

- 1. Identify Key Positions** – Review positions in the organization and determine which are critical (Strategic Alignment).
- 2. Build Job Profiles for Each Key Position** - What competencies and skill sets are needed to be successful.
- 3. Competency Gap Analysis** - Based on the job profile of competencies, analyze the difference between current employee competencies and future needs.
- 4. Development Opportunities** - Personality Style at Work (PSAW) is a statistically accurate assessment and highly effective tool that measures the core behaviors that make-up an individual's style.
- 5. Individual Development Plans** - Limit developmental objectives to one or two and focus on changes in knowledge, skills, or behaviors. Action steps might include actions within present job assignment, additional responsibilities or re-assignments, coaching and training, and progress reviews.
- 6. Maintain Skills Inventory** - Frequently monitor skills and needs to determine any gaps and develop plans to meet deficiencies.

### Talent Succession Planning

Holiday Inn Wilkes Barre - East Mountain: 600 Wildflower Dr, Wilkes-Barre, PA 18702

Tuesday March 10, 2020 8:30 AM - 10 AM

Registration Open: 8:00 AM

**[CLICK TO REGISTER - FREE TO ATTEND!](#)**

**Questions? Want to schedule a discussion or no-cost consultation?**

Please contact Leo Gilroy, NEPIRC Director of Strategy and Innovation, at [Leo@NEPIRC.com](mailto:Leo@NEPIRC.com).

