Leadership + Succession

Leadership + Succession

The Challenge

Preparing a pipeline of prepared, qualified leaders now and for the future

What causes it? Growth and new opportunities create a need for more leadership across the company. What began with a few key executives and managers now requires more people to manage the work and the people. Promotion of key leaders can leave leadership gaps to fill.

You know it when you see it: Company growth is limited when the right talent is not available to backfill a key position. Talent can stagnate. Technical professionals often become leaders of departments without having developed a robust leadership skill set. Dissatisfaction among leaders on their opportunity for job growth can foster low morale.

Assess your company...

❑ Some company managers lack leadership skills like communication and delegation.

❑ We don't have a solid plan for identifying and developing future leaders.

Leadership + Succession

Recommendation

Create a culture of leadership by engaging each level of leadership in the process of becoming a better leader.

We recommend designing an overall leadership strategy that acknowledges that:

- Leaders at all levels benefit from a development experience with their similarly situated peer group or with their work group.

- Development should be an experience to become a better leader, not a lecture to learn about leadership.

- Becoming a better leader happens over time and cannot be achieved in a day.

The EXCELERANT Option

We support companies to create and implement a People Success Plan – an actionable "to do" plan that identifies :

- Who is critical to achieving the company's goals and strategies
- What skill set development would support critical individuals and teams in achieving those goals
- How development will be accomplished in a way that fits in with operational demands

We then design, develop and deliver customized leadership training on a schedule and location of your choice.

Leadership + Succession

KEY LEADERS *Who are the key leaders or teams?*	SUCCESS STATEMENT *What does success look like for the key leaders or teams?*	BY WHEN