

Succession Planning

What is succession planning?

Succession planning is about 'growing the managers of today to become the leaders of tomorrow'. It is about identifying those with the potential to assume greater responsibility within your organisation and provides critical development experiences to those that can move into key roles.

Why is succession planning important?

Having experienced and prepared people in place will enhance continuity in your organisation, build confidence and loyalty and, above all, create the level of support you need to ensure your business continues to grow. Succession planning is an essential activity, which will provide continuity in your business and make the future much more successful. Additionally, it improves employee commitment and retention, and meets the career development expectations of existing employees. Lastly, it is a far more effective method of staff development than incurring the costs and time involved in recruiting externally for senior employees.

What are the benefits of aim2aim's succession planning?

Research indicates that clear objectives are critical to establishing effective succession planning. aim2aim's succession planning involves working with a qualified coach to help you home in on the 'who', 'what' and 'how' of growing your successor, enabling you to become comfortable with the process of letting go of key roles and tasks, and beginning to think of the future.

We work with you to:

- create a vision for the future of your company
- identify the key qualifications, skills, experience and attitudes that are required
- create job descriptions and person specifications
- support you in spotting the potential of those who can take over key tasks or roles
- teach you the secrets of successful delegation
- help you become comfortable and confident in gradually letting go

How does succession planning work?

Succession planning takes place in one-to-one or small group session between the coach and client, for a mutually agreed number of sessions.

If you would like to discuss our succession planning service in more detail contact aim2aim on 0843 2050 867 or e mail info@aim2aim.co.uk