

# BLAIS


+ ASSOCIATES




# Succession Planning

*Building Leaders.  
Advancing Careers.  
Growing Companies.*

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Succession Planning is an essential process that needs to be baked into the fabric of any successful organization. If done properly, the organization is more likely to grow and attract top talent and attain its highest possible valuation when it comes time to sell. Also, leaders and managers will have the leverage they need to focus on strategic issues rather than constantly fighting fires and immediate crises. Succession planning is complex and requires a serious commitment, but overlooking this process is much more costly than waiting until the last minute to try to replace someone who leaves a key position.

### Do any of these situations sound like your organization? If it does, we can help!

- I want to exit my business, but it is too dependent on me
- We had a senior leader leave, and now we are scrambling to fill their slot
- We have few people up top who make all the decisions
- Succession planning means replacing people who leave – we are too reactive
- I need to groom a successor before I can get a promotion
- We've been growing so fast we don't have any HR infrastructure in place, and I worry that soon we will have some real growing pains
- We just don't have a strong bench of players who can step-in and perform at a high level
- A lot of people leave our organization because they don't see a clear and impactful career path

### Benefits of succession planning

- Improve the value of the enterprise
- Develop more leaders
- Feel more confident and secure about the future
- Build a foundation of solid leadership and organizational development
- Build a stronger and aligned organization
- Increase employee engagement



## Blais + Associates can help you develop the key elements of an effective succession planning process including:

- Anticipating the future needs of the organization. This will be informed by your strategic Strategic Plan which hopefully you have, but if not, we can help there too.
- Identifying key roles that require succession plans
- Choosing internal high potentials to develop
- Reviewing of key people: current performance, trajectory, what's next for them
- Addressing any flight risks
- Identifying roles that might need to be filled outside
- Defining any candidate testing requirements
- Defining what needs to improve in terms of: roles, responsibilities, career paths, recruiting, processes, performance management, training and development, reward systems
- Creating an action plan to fill any gaps
- Creating a planning process to bring people together regularly to discuss and coordinate

### Who Can Benefit?

Businesses of any size who are looking to grow and scale

### Engagement Duration and Investment

Custom

### Additional Program Support

- eMail support throughout engagement
- Networking introductions as appropriate