



Succession Planning

Ensure leadership continuity

Objective, data-driven process with qualitative insights

Develop existing talent

Identify future talent

Plan for the future, plan for success

Succession planning is the process of identifying and developing fresh talent in your organisation to fill future leadership and business critical roles.

A structured, consistent succession planning process is the cornerstone of effective talent management and employee development to ensure business continuity.

Adopting a proactive, long term approach is key. Too often succession planning is attempted in reaction to a critical need as a result of unexpected exit or lack of critical skill in the organisation.

98% of organisations feel that succession planning is critical, yet only 35% have a structured succession process in place.

An end-to-end succession solution

HFMtalentindex employs a comprehensive succession planning methodology that covers all stages of the process, with a focus on potential, performance and management insights.

Determine your succession planning risk

Fill in the online Succession Checklist and get feedback on where to start improving. You can also download a PDF version.

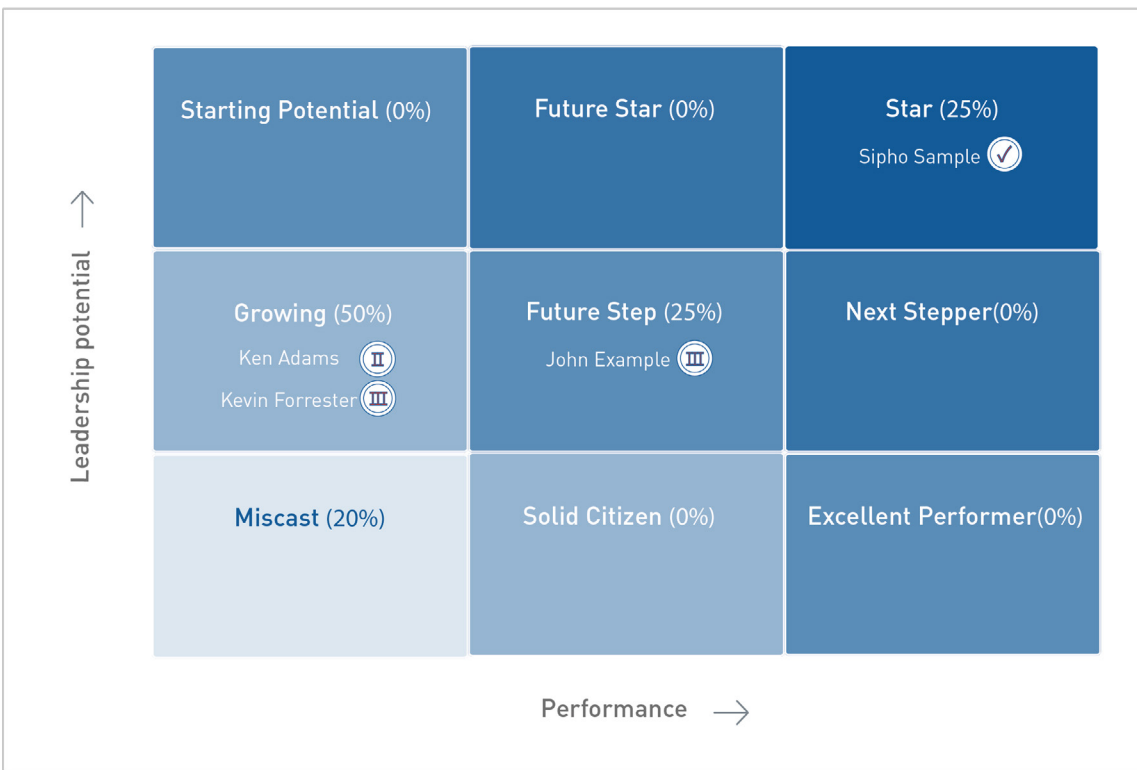
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Deep insights into potential, performance and Agility

HFMtalentindex leverages off scientific measures of competency-based potential, performance and Learning Agility to plot your talent pipeline, and integrates organisational data, such as KPI's. The 9-box matrix provides a holistic overview of your available talent and their readiness for the next level.

Individual and group talent dashboards

The HFMtalentindex process structurally incorporates the qualitative insights offered by line managers and HR. The result? An individual talent dashboard, bringing together data, detailed insights, career path, strengths and development recommendations.



Speak to our experts to solve your succession challenges

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