

SUCCESSION AND EXPERIENCE PLANNING

“ Without the right succession planning put to play in human resources, we build for the future without a future. ”

- Mmanti Umoh



Succession and Experience planning

Do you have a pipeline of internal talent to fill key leadership roles for the future?

Do you have a robust plan to build leaders and other skills for the future?

Do you regularly take stock of internal talent?

Overview

Most Human Resources professionals have worked with the 9-box grid at some point in time. This tool has been a key enabler to planning for the future as far as developing a pipeline of talent is concerned. Whilst we have seen many variations of this popular tool in recent years, the main concepts remain intact.

Of course, the tool itself provides a mere framework for a much larger ecosystem of engagement and deliberation. The ultimate goal - ensure the organisation has a plan to provide for future demand of leaders and technical skills to deliver the strategy.

94% of employers surveyed report that having a succession plan positively impacts their employees' engagement levels - <https://www.staffone.com/hr-statistics/>

The Africa People Advisory Group approach to Succession Planning is enabled by thought leadership in the field, combined with an engaging and pragmatic approach of what works for each organisation. We furthermore enable the execution of the process with a robust toolset.

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Business value gained through the solution

- Succession planning is a cost-effective way of developing skills to deliver the strategy.
- With the high cost of external sourcing and recruitment, a solid pipeline of skills provides for a much more cost-effective plan and approach.

Solution features

- A detailed diagnostic provides insights into the current perceived value of the internal succession planning process.
- External benchmarking provides insight into what best practice would look like.
- A highly engaged process then combines a view of the current combined with a vision for the future.
- Skilled facilitators will drive meaningful engagements across various levels of the organisation to enable a robust design.
- The process is informed by analysis of data but also engaging in deeper face to face engagement to unpack key issues and find the right approach to succession planning.
- The final solution provides a strategic view of the new process and is enabled by a set of tools and principles to provide for practical implementation.
- Most importantly, the principle of customisation is used to come up with the right design.

Process overview

- It is key to commence by undertaking a diagnostic review of current process whilst providing insights into the external environment and practices.
- Results are shared with the senior team to agree design principles in a workshop format.
- Once design principles are agreed a draft framework for conducting succession planning is designed for review and discussion.
- The final framework is then signed off and templates and tools are developed.
- Develop internal training pack and conduct training as agreed.
- Handover with implementation plan.

Speak to a consultant:

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