

Getting Started with Succession Management

Planning for Future Success

From the BirdDogHR™ Employee Engagement Success Series

When employees are fully engaged with the company and where it is going, they are more likely to stay and their performance will continue to improve.

As is often the case, employees and employers can have different views of company initiatives like succession management. While companies see it as a great opportunity to prepare for the future, it's possible that your employees may see it as a negative. When not met with a good attitude, engagement can be extremely low.

Succession Management Cycle



Improve Employee Engagement



Ensure Talent Continuity



Reduce Organizational Risk

EMPLOYER PERCEPTION

- Preparing for the Future
- Opportunities for Advancement
- Increased Performance

EMPLOYEE PERCEPTION

- One More Process to Make Time For
- Creating Coworker Conflict
- Increased Expectations

Getting on the Same Page

According to *Business News Daily*, **the average cost to replace an employee is roughly 20 percent of their salary.** That cost increases when the employee is one that you were expecting big things out of in the future. Succession planning is critical to create business continuity. By properly identifying the competencies and people needed to keep your company moving forward, you take the guesswork out of planning for growth and sustainability.

Once these people are identified, they need to be engaged in the process. Did they know about your plans to advance them through the company? Were you developing their skills and taking an active interest? By leveraging goals, competencies and development plans, you can engage your best employees in the process and prepare them for a bright future. The organization is also provided with a real-time view of its existing and future talent bench. When both sides are on the same page, you reduce your risk of being caught unprepared.

More Succession Management Benefits

Here are some of the key benefits and opportunities that succession planning will provide you with:

Improved Engagement with Individual Plans

Succession planning provides the company with an opportunity. That opportunity? To empower employees with plans for advancement and growth. When they see a career path being developed and laid out before them, they become highly engaged. An engaged employee is one that stays. That means you reap the benefits of their ability for years to come.

Ensure Talent Continuity and Reduce Organizational Risk

Succession planning will give you visibility into your existing talent pool, allowing you to identify any potential talent gaps and prepare employees for advancement. Doing



so will reduce your risk of being caught unprepared at the loss of specialized skill sets or domain expertise.

Scorecards, Reports and Dashboards

A succession management solution will enable you to display competency performance, filter by organizational structure and access comprehensive profiles based on evaluations, course, 360 reviews, certifications, etc. Automating this process will save you time overall and help you manage your “people performance” like other business assets that you invest in. You will also be able to pull standard reports and export real-time results.

Sharing Success

Working together doesn't have to be a difficult journey for your company this year. BirdDogHR™ is here to help you get on the same page with your employees and start building toward future success. Using our succession management solution is a great way to get started and will provide you and your employees with benefits and opportunities for years to come.

Whether you've never created a succession program before and need best practices or you're an HR professional who wants to innovate and engage high performers to take the next step, BirdDogHR can help. We're ready to partner with you for talent management solutions specifically designed to engage your employees for company success. For additional information, send an email to: sales@birddoghr.com



BirdDogHR™ offers comprehensive talent management software and managed services — everything you need to guide the entire employee lifecycle. The cloud-based talent management system is straightforward and easy to use, so you can safely focus on implementing strategy — not learning new software or worrying it won't keep up with changing regulations. Managed services operate as an extension of your HR department and deliver the expertise and focus you need. Organizations can see ROI in effective growth management, bottom line results and compliance peace of mind. BirdDogHR specializes in high-consequence and government contracting industries because they have unique needs. Companies from other industries can use the BirdDogHR talent management solution — and they do — but the solution is built with the most rigorous compliance needs in mind. Visit us online at www.birddoghr.com