

Succession Planning has long been a mainstay of advanced Organizational thinking. Today, as the number of GenXers and Millennials stepping into new roles is smaller than the number of Boomers expected to retire or “re-wire,” competition for Talent is and will continue to be at all-time highs.

BeamPines has helped to level the field with its advanced Succession Planning approach. Typically, a succession plan relies heavily on input from supervisors, performance evaluations and reviews of experiences and declared interests. The BeamPines succession assessment process adds a measure of objectivity to help validate the input and thinking of your own managers as well as supporting a targeted development plan. Current market conditions and the ubiquitous expectations of the retiring Boomers have placed a deserving focus on Succession Planning.

The Succession Planning efforts of BeamPines can help you:

- Define future culture and goals
- Identify competencies
- Assess your bench
- Identify High Potentials
- Develop High Potentials
- Align Talent with corporate strategy
- Increase retention rates
- Avoid profit loss

Our approach to Succession Planning is to first understand your needs and goals, then match our assessment efforts to support them. Identifying high potentials includes not just focusing on technical competencies or business acumen, but on the personal dimensions that will define their leadership success. Our work in this arena is valuable to clients because we take the time to understand your corporate strategy and have a clear definition of your business goals and success factors before we begin working with your Talent.

Investing time and resources in developing high potential is a costly venture. BeamPines helps you manage that risk with an objective process, which provides independent expertise, void of any internal motivations to support validation of your selections. We further help you protect your investment by providing every high potential that is selected with a sustainable, targeted development plan and, where appropriate, the right coaching solution. We know what it takes to succeed. Let us help you look to your future.

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