

Succession Planning Launch Series

Succession planning is a necessary strategic process for organizations of all sizes. However, many companies operate without a plan for their future. That's why SIGMA has designed simple succession products to get you started. If you're looking to build a succession plan that is custom-designed to fit your needs, our Launch Series was made for you. Our sessions are flexible to meet your needs. We offer in-person and online services that will bring your leadership team together to create a succession plan that will work for your organization.

Who Should Attend?

The Launch Series is intended for senior leadership teams; executives, VPs, managers, team leads, supervisors and any other individuals that will be involved in the succession planning process. Leadership development, training, and HR professionals, as well as board members and any other succession-related decision-makers are also encouraged to join.

Launch Series Deliverables

The Launch Series takes advantage of SIGMA's six-step succession planning process to:

- Accomplish 6 months of work in just two half-day sessions
- Provide an excellent way for you to evaluate what SIGMA can bring to your succession planning process with minimal cost and commitment
- Deliver a detailed 12-month succession plan for each member of your leadership team in just 4-6 weeks

Agenda

Session 1

In the first (half-day) session of the succession planning course, we focus on learning about your specific organizational needs and gathering information to help build your detailed succession plan including:

- Nominating your Succession Advisory Team
- Documenting your current succession planning process
- Identifying critical roles to help determine focus moving forward
- Draft success profiles for each leader
- Draft succession benches for each leader's team
- Determine what objective metrics you currently have in place

Session 2

Before the second session you will receive a customized succession plan for each member of your management team, including a detailed project plan. In the second session we will collectively review the plan to:

- Reinforce the urgency of succession planning using staff metrics, hiring activities, and retirement eligibility data
- Validate success profiles and succession benches by leveraging perspectives from multiple leaders
- Develop individual assessment and development plans for successors
- Build accountability into the process by assigning deliverables and milestones
- Deliver the knowledge, structure, and resources you need to successfully implement your plan

The Succession Plan becomes a living document and will form the foundation for managing your process, providing accountability, and measuring progress.

Cost: \$15,000