

# Succession Planning Launch

## SIGMA's Succession Planning Launch is your comprehensive succession planning solution.

Designed to help you get your succession plan off the ground, SIGMA's Succession Planning Launch is our full-scale succession planning consulting service.

### YOU'RE ALREADY AHEAD OF YOUR COMPETITORS

Did you know that less than one in four private boards has a succession plan in place?<sup>1</sup> That means taking the first step with SIGMA will put you ahead of more than 75% of private companies.

### HOW IT WORKS

**Price:** \$20,000

**Time Commitment:** Two half-day workshops with your leaders, available virtually or in-person.

**Deliverable:** A customized 12-month succession plan for each member of your team.

#### SESSION 1

- ✓ Define your unique organizational context and consider future strategic directions.
- ✓ Nominate your Succession Advisory Team.
- ✓ Document your current process.
- ✓ Identify critical roles.
- ✓ Begin drafting **SIGMA Success Profiles™** by gathering information on key competencies required for success in critical roles
- ✓ Discuss talent and nominate potential successors.

#### SESSION 2

- ✓ Validate **SIGMA Success Profiles™** and succession benches for each leader.
- ✓ Discuss individual assessment and development plans for each candidate.
- ✓ Determine objective metrics for measuring progress.
- ✓ Build accountability into the process by assigning deliverables and milestones.
- ✓ Deliver the knowledge, structure, and resources required to implement the plan.



## YOU'RE IN GOOD COMPANY

SIGMA has worked with over 8,500 organizations across North America and around the world. Our experts have been helping leaders maximize their people potential for more than 50 years. Hear first-hand from our clients about their experiences with SIGMA:

"This went above my expectations. I am already working on how to implement [my succession plan]."

**Jen Kilman**

Director, Talent Development  
Omron Management Centre of America

## HOW DO WE COMPARE?

Common alternatives to succession planning include replacement hiring and contracting executive search firms. Both are reactive approaches that typically cost teams up to three times as much as the succession planning process with SIGMA – not to mention requiring significantly more hours. To understand how these figures were calculated, download our case study on the true cost of hiring and [the cost of using executive search firms](#) versus succession planning with SIGMA.

**HIRING COSTS = \$80,960 + 172 hrs**

**EXECUTIVE SEARCH = \$48,000 - \$58,000**

**SUCCESSION PLANNING = \$20,000 + 6 hrs**

ROI of Succession  
Planning with SIGMA

**140% - 305%**

<sup>1</sup> Cloud, J., Matza, R., Plaut, T., Rosone, B. 2015. Business succession planning: Cultivating enduring value. *Deloitte*.  
<https://www2.deloitte.com/content/dam/Deloitte/us/Documents/deloitte-private/us-dges-business-succession-planning-collection.pdf>.

## READY TO GET STARTED?



To schedule your Succession Planning Launch, please email Glen Harrison. If you wish to speak with a consultant, please book a complimentary call with us using the link below.

[gharrison@sigmasuccession.com](mailto:gharrison@sigmasuccession.com)

[Book a Call](#)