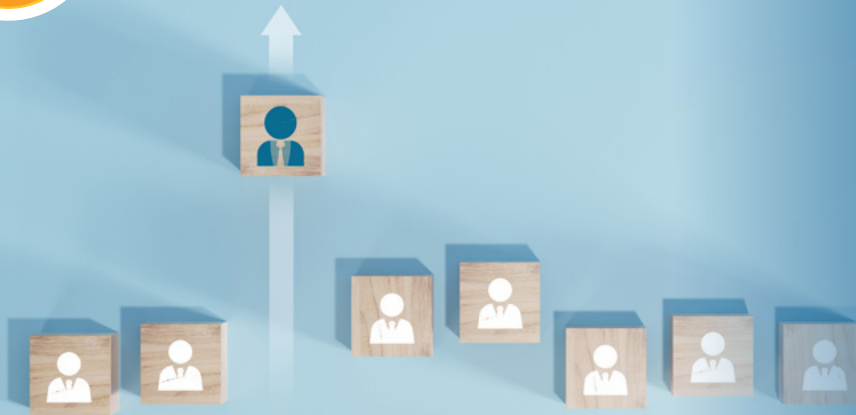




Succession and Talent Planning



**Good
Leadership** 

Winning organizations grow with industry A-players in mission critical roles.

Effective HR business partnerships continuously plan for and anticipate talent transitions. Good Leadership provides coaching processes, development programs, diagnostics, and tools to ensure organizations have the right talent in the right roles to execute the business strategy.



The Good Leadership team is our partner for Succession and Talent planning because they understand the intersection of people and strategy. We're making both short and long term decisions that are improving our business and our culture of healthy accountability.

Joseph Otting
CEO, Flagstar

"Effective talent planning is not a faucet that gets turned 'on' or 'off' a couple times a year. It's an ongoing dialogue, like a waterfall - the volume rises and falls with the seasons, but it's always flowing."

-Paul Batz, Founder & CEO, Good Leadership

Good Leadership Succession and Talent Planning

For HR Leaders Who

1. Know key individuals will be retiring within the next 3 years
2. Have a new strategic plan and know talent gaps will hurt execution
3. Are growing faster than current leaders at every level can effectively keep up

The Good Leadership succession and talent planning team brings decades of experience to establish the right mindset for executives to make intellectually honest decisions about leaders. The ideal state is to establish succession and talent planning discussions as a waterfall that is constantly flowing - instead of a faucet that gets turned 'on' and 'off.' With simple discussion models and effective diagnostics, your organization will leap ahead in seeing the right leaders thriving in mission critical roles - today and tomorrow.

The Problem

When key people leave without notice, the whole business is thrown into chaos.

- The day to day demands of the business often cause talent discussions to get pushed down the priority list.
- Long-tenured leaders often reinforce what's worked in the past instead of evaluating talent for what's needed in the future.
- A-players expect to move up and get more exciting work much faster than traditional talent models accommodate.

Benefits of Good Leadership Succession and Talent Planning

1. Unbiased look at performance and potential in the context of where the business is going - not where it is today
2. Talent discussions are grounded in the Hogan Leadership Forecast personality tool - the best in the business
3. No fluff, just pragmatic conversation models with simple tools that are 100% relevant to the needs of business leaders

Anticipating Vacancies and Talent Gaps

Executive level discussions are facilitated in the context of the organization's 7-year vision and 3-year strategy. Emergency replacement plans are the starting point - planned succession and reorganizations create the clarity and sense of urgency for future talent needs.

Assessing Performance with Potential

Everyone's heard of the 9-box for assessing performance and potential. And every organization has a different way of using the tool. The most important work happens up front - establishing the same set of expectations and calibrating how leaders assess their people. Once the brightest and most talented are identified, HR can lead discussions about development strategies that make sense for the business.

Development Planning and Senior Engagement

The most effective leadership development starts with aspirational conversations - because leaders only grow if they are motivated by their own picture of success. The best development plans are grounded in Hogan data and built in the context of the observations of peers, direct reports, and senior leaders. Mentors and coaches can provide inspiring step up challenges that accelerate leadership effectiveness in real-time.

The Good Leadership Difference

Good Leadership develops talent to improve the effectiveness of the organization which starts with a focus on creating a culture of healthy accountability. The work is focused on what the business needs from each leader and how the collective leadership talent pool builds teams of teams who thrive and win together.

Learn more about **Succession and Talent Planning** today by contacting info@goodleadership.com to schedule a conversation.