



SUCCESSION PLANNING AND SUCCESSION MANAGEMENT

Sometimes succession planning disappoints or fails to meet expectations. This happens most often when succession planning is delivered in isolation. Simply putting names against plans is not succession planning. While ample coverage may bolster confidence in succession plans, this confidence quickly erodes when facing a succession decision and suddenly, no one on the designated succession plan is deemed to be a viable successor. This results in a scramble to name a closest fit successor — often with mediocre results. While succession plans are often blamed, the real problem is not the succession planning tool, but the inadequacy or absence of an underlying mechanism to identify and develop a robust pipeline of succession candidates to populate these succession plans.

Succession planning and strategic succession management are most powerful when built upon an integrated foundation of talent management tools, programs and processes that identify, develop, calibrate, and accelerate the highest potential talent, and thereby, build a robust pool of best fit, developmental stretch and pipeline succession candidates for each succession plan within an organization. Underlying talent management tools, programs and processes include 360 degree feedback, assessment or development centers, coaching and mentoring, experience-based career pathing, development planning, high potential development programs, and talent reviews, amongst others.

Most importantly, an organization can transform their succession planning and strategic succession management by integrating experiences into the process. This involves the identification of the experiences required to drive success within an organization. Amongst those experiences, the identification of which experiences are required for success in specific succession positions. This information enables an organization to confirm that best fit succession candidates have those required experiences, developmental stretch candidates have most of those required experiences (providing an opportunity for development), and pipeline candidates have a clear development plan to acquire those required experiences (so that over time, they can credibly be designated developmental stretch or perhaps, best fit candidates).

Building on recognized best practice experience and more than 250 hours of Global 25 succession review experience, we will work in partnership to strengthen or build an integrated succession planning and strategic succession management process to build the bench that your organization needs to drive success and deliver on the business strategy.



The real prize for investing in strategic talent management is flawless succession which drives organizational success.



ALBERTSSON
CONSULTING



Leadership®
development

An international talent management and leadership development consulting company that delivers innovative solutions, services and patented SaaS software.

Since 1999, we have worked with more than 30 Global 500, Fortune 500, and FTSE 100 companies in 25 countries on 4 continents.

Albertsson Consulting is an international talent management and leadership development consulting company established by Candy Albertsson, PhD in 1999, following a ten year career with BP where she held the senior talent management position globally with responsibilities for succession, talent reviews, high potential development, assessment to identify talent, and talent management strategy.

Albertsson Consulting deliver best practice solutions, services and patented cloud-based software for a variety of leadership development and talent management challenges. We will work in partnership with your organization to:

- Build an integrated talent management strategy
- Identify the right competencies
- Identify the right experiences
- Identify high potential talent
- Build career paths for your talent
- Streamline development planning
- Strengthen coaching and mentoring conversations
- Build a high potential development program
- Develop high potential talent
- Accelerate the highest potential talent
- Build an integrated talent review process
- Strengthen talent pools and talent pipelines
- Identify best fit, developmental stretch, and pipeline succession candidates
- Strengthen deployment decisions
- Build more robust succession plans with strategic succession management
- Generate strategic talent intelligence

Our Global 500, Fortune 500, and FTSE 100 clients are represented in 14 industries, including:

- aerospace and defense
- banking
- electronics and electrical equipment
- energy
- financial services
- food production
- gas and electric
- industrial and farm equipment
- insurance
- oil services
- petroleum refining
- scientific, photographic and control equipment
- semiconductors and other electrical components
- and telecommunications.

Beyond corporate clients, we have worked with a variety of international management colleges, university affiliated executive education programs, management institutes, conference and event management companies, and other organizations.

United States

Albertsson Consulting Group, Inc.
3401 Enterprise Parkway, Suite 340
Beachwood, OH 44122-7340 USA

+1 440 565 7123 (T)
+1 716 568 8259 (F)

United Kingdom

Albertsson Consulting Limited
42 Brook Street
London W1K 5DB England

+44 20 7259 2477 (T)
+44 20 7681 3906 (F)

Information and Inquiries

Contact us for more information about our talent management software and consulting services at

info@albertssonconsulting.com