

Succession Planning Case Study

Introduction

Our client, a mid-sized Technology services provider based in Toronto, selected The Talent Company to work with their organization to develop and implement an organizational talent management strategy, focused on workforce and succession planning.

With the recent departure of two functional business leaders, our client, concerned about a gap in future key talent leadership, required a solution to ensure the viability of its mid to longer-term success.

Our Solution

Our leadership consultants supported our client through a structured succession planning process, using simple tools and definitions to assist them in forming a strategy to address critical leadership gaps.

Our approach to delivering a customized solution:

- Identified current and future needs – including a review of the business strategy and workforce plan.

- Worked closely with leadership to document High Potential Talent. Used criteria based tools to confirm talent with advancement potential.
- Selected development activities based on talent gaps and executed performance management plans.
- Provided leadership coaching to aid development where necessary.
- Tracked and monitored progress on development and action plans.
- Continued to counsel and advise during the implementation of this program.

The Talent Company provided our client with a customized succession and workforce plan that has been successfully delivered. Succession planning continues as a key business imperative for this organization.

The Talent Company is a management consulting firm that specializes in human resources solutions. We enable organizations to achieve superior business results through the strategic acquisition, management and elevation of talent. Our organization is comprised of leading human resources, compensation, talent, recruitment, and leadership experts with proven track records of consulting and corporate success.

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