



## Succession Planning

*Focus your succession planning process on what drives the business*

SMD's Succession Planning module provides the tools, process, and metrics to effectively assess your organization's bench-strength and identify the most critical talent drivers of business results. Succession plans are often based on factors not directly related to business results (e.g. likeability, relationships). SMD's objective approach to talent assessment helps organizations determine the strength of their bench and isolate the critical gaps.

Link  
HR Processes  
to Outcomes

Calculate  
ROI

Reduce  
HR Costs

Simplify  
Analytics &  
Reporting

### Analyze

- Prioritize the factors (e.g., competencies, experiences, traits) that drive business outcomes
- Calculate the current bench-strength for critical positions

### Act

- Implement a disciplined, structured process to identifying, developing, and tracking your talent
- Build development programs to address capability gaps within the organization

### Achieve

- Measure the "Ready-Now" bench-strength of your organization
- Build stronger talent pools within the organization

### Features and Benefits

- Library of performance and potential definitions
- Simple and easy to use reporting (e.g., 9-box report)
- HeatMap reports to identify talent strengths and gaps on critical drivers of business results
- Ready-now reporting and metrics
- Customized to meet your organization's requirements
- Scorecards with ROI estimates for talent factor improvement
- Tools and resources to facilitate talent planning meetings

### Services Provided

- Talent planning process design and implementation support
- Customization of talent scorecard to align with your business priorities
- Presentation of Talent Health results including key business drivers

