

# Succession planning



Use Prevue  
Assessments to:

1

Benchmark your  
key positions

2

Determine who  
will be filling  
your company's  
future vacancies

3

Develop and Coach  
your people towards  
their future *With You.*

## “Are you Ready?”

### The Dilemma: Changing Workforce Demographics

- A large portion of your key staff will be retiring within the next ten years.
- As the availability of competent job applicants continues to decrease, companies like yours are forced to evaluate and understand who amongst their current people can be counted on to advance.

### The Need: Succession Planning

*How does an organization determine who its future leaders will be?*

With today's changing workforce demographics, and the imminent retirement of an entire generation, it is increasingly important to **identify, develop** and **retain** talent. Succession Planning is not only about *identifying* future leaders but also building a *plan* for expected or unexpected vacancies in key positions.

### The Solution: Prevue for Succession Planning

Prevue completely automates the Succession Planning process. You begin by building Prevue Job Fit Benchmarks for the key positions within your organization. Your employees then take the Prevue Assessment and their results are compared to the relevant Prevue Benchmarks. The resulting Prevue Succession Planning Reports identify the best employees to fill your key positions as openings arise.

Once you've successfully created your Succession Plan, you can use Prevue Personal Development Reports to develop the identified employees towards their future roles.

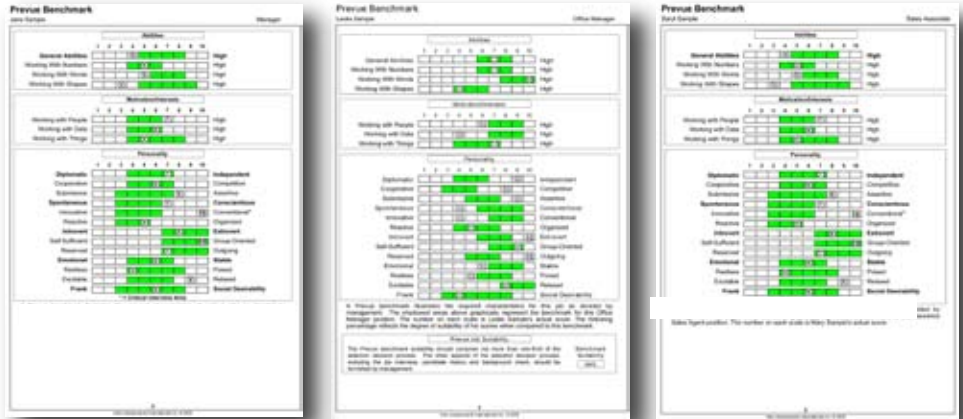
**The Bottom line: Using Prevue for Succession Planning increases your company's chance for success.**

**PREVUE**  
ASSESSMENTS™

# 3 Steps of Prevue Succession Planning

## Create Prevue Job Fit Benchmarks for your company's key positions

A Prevue Benchmark identifies the desired characteristics for a particular position. The Prevueonline platform completely automates the Benchmark development process, making it quick and economical to profile important positions within your company.

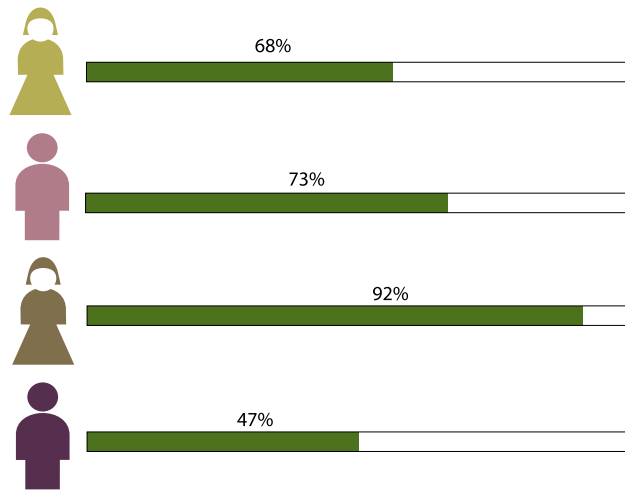


## Find existing employees that are a "best fit" for those positions

Once you've developed Benchmarks for the key positions, use the Prevue Assessment and the Prevue Succession Planning Report to answer questions such as:

1. Which of my sales reps should I promote to sales manager?
2. Who in the plant should be the next plant supervisor?
3. Which one of my customer service reps should be the next outside sales rep?
4. Which of my staff are best suited for senior management positions

## Potential Office Manager



## Develop identified employees towards future positions

Once you have determined which of your employees are the most suited to fill key future vacancies, you can begin to develop those employees towards filling their chosen roles. The Prevue Personal Development Report shows you the challenges that each employee will face in their new role and how to work with them to manage and address these challenges.

