



Corporate Counseling Associates  
People it forward.™

## Succession Planning

Assess your bench strength so you know who is ready for what job when the time arrives. Working at leadership levels, CCA assesses the capabilities of your human resources to map a plan for succession. Typically focused on key, strategic positions, CCA builds an assessment process that is sensitive to the existing and future needs of your organization. It is with the strategic business landscape in mind that CCA calibrates the capabilities of your human capital.

Assessments—the critical first step in any Succession Planning effort—take place using various approaches to fit the scope and complexity of the engagement. CCA builds assessment centers, utilizes standardized professional instruments, builds operational simulations, runs team-based simulations, leadership and sales/management role plays and structures the assessment based upon competency models built to execute against your business objectives. Smaller scope projects rely on individual assessments conducted by senior staff at CCA.

Included in our succession planning are practical recommendations to grow professionals based upon identified needs. These recommendations include capitalizing on internal resources as well as external experts, such as developmental assessment centers, career development programs, job rotation, educational programs, coaching, mentoring programs and executive education programs.

Regardless of different forms of assessment delivery, CCA incorporates “self-sufficiency” from a health and wellness perspective into its protocol. This is done to identify talent that is resilient, hardy and “replenishing” in nature. These characteristics sustain organizational and individual health.

*The business outcome is talent continuity in strategic management positions.*