

A man in a dark sweater and checkered shirt is standing and gesturing with his hands, appearing to be in the middle of a presentation. In the background, a large screen displays a web application with a profile picture and some text. The overall scene is dimly lit, with the screen providing the main light source.

SECRET TO CAREER **LONGEVITY:** SUCCESSION PLANNING

WHAT SHOULD YOU CONSIDER?

Succession planning requires taking time to look deep into what talent your company values, what knowledge is important for your business, and what skills are learned over the course of a career that are difficult to replace. Start with reviewing your goals for your business and evaluating your bench for skills and experience. Then you can begin drafting a contingency plan.

WHY IS IT IMPORTANT?

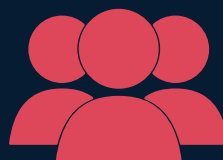
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AMERICANS RETIRE DAILY

Today, the number of people retiring is higher than the number of people entering the workforce



Internal succession decreases external cost and management time in searching for new hires



Succession from within can help preserve organizational memory and team culture

Succession planning is a continuous process of identifying and developing future leaders in your company. It prepares businesses for all contingencies by establishing and training high-potential workers for advancement into key roles.

WHY IS IT IMPORTANT?



The future of your company is determined by the leadership you choose



Promoting from within
Increases employee loyalty & helps eliminate higher turnover rates



It helps to decrease a shortage of top talent by maintaining a stream of successors in all career-based positions

Succession plans help to provide an organizational framework that highlights leaders within your organization, and prepares for any unexpected vacancies. Are you doing all you can to prepare for adjusted roles and vacancies?

A woman with long brown hair, wearing a white button-down shirt, is looking at a computer monitor. The monitor displays a table with columns for 'Due Date', 'Percent Complete', and 'Assigned By'. The table lists several items with due dates in 2018 and completion percentages. A man in a dark sweater and checkered shirt is partially visible on the right, looking at a laptop. The background is a dimly lit office.

Succession planning helps
create the **solid foundation**
of any large business. The
result is security of
organizational **health**,
stability, and **longevity**.