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Michael Timms is the author of the book *Succession Planning That Works*, which has received critical acclaim as "an invaluable guide for identifying, and taking advantage of, talent within organizations." Prior to forming his own consultancy, Michael was a consultant with Deloitte and an HR leader in the construction and manufacturing industries.

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Succession Planning That Works: The Critical Path of Leadership Development is a step-by-step guide to help HR professionals and senior leaders develop a succession plan that

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For the best chance at success, organizations must complete the right succession planning activities, at the right time, and in the right order. I write about these principles and other little-known gems of creative and effective tactics that organizations have taken to make succession planning work for them in my book *Succession Planning That Works: The Critical Path of Leadership Development* .

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"Succession Planning That Works" is by far the best book I have read on the topic of succession planning. Most material I have previously read on S.P. has always been too theoretical in nature, ignores the structure that needs to be in place before putting a plan in place, and does nothing to answer the question - "how do I scale this up or down to meet my company's needs."

Succession planning - Wikipedia

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Succession planning is like the business world's version of a sport's farm team. You look across the organization and identify crucial skills, knowledge and organizational practices that will be needed in the future and consider how to get them or impart them to up-and-comers.

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Business succession planning. Organizations use succession planning as a process to

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ensure that employees are recruited and developed to fill each key role within the company. Through one's succession-planning process, one recruits superior employees, [citation needed] develops their knowledge, skills, and abilities, and prepares them for advancement or promotion into ever more-challenging roles.

Succession Planning That Works | Avail Leadership

Succession planning is the process where an organization ensures that employees are recruited and developed to fill each key role

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within the company. In this process, you ensure that you will never have a key role open for which another employee is not prepared. This is also significant as you develop your talent bench strength within your organization.

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Women's ...

10 trends that can be used to increase the impact of succession management. We see the following trends, that can be used to increase the impact of succession management.

1. From slow to fast, from annual to real time. The succession management process should be a lot faster.

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