

Business & Talent Development Services

“Succession Planning”

The *Genesee/Shiawassee Michigan Works!* Business & Talent Development Services Department work with you to develop a succession plan to fill the jobs that are the life blood of the organization and are too critical to be left vacant or filled by anyone but the best qualified person. We will combine strategic workforce planning with our personnel tools in a systemic approach to identify the best candidates for your future openings.



Systemic Methodology & Processes

- Build a performance pipeline/talent pool
- Identify potential employee successors that best fits their strengths
- Identify the best candidates for your categories of positions
- Increase your return on investment by concentrating resources on the talent development process



Success Factors

- Organizational leader Involvement
- Organizational accountability for growing successors
- Employee self-commitment to self-development
- A pool of talent is identified and developed early for long-term needs
- Link succession to your HR processes



Call the Genesee/Shiawassee Michigan Works! Business & Talent Development Services Department for details and further information at (810) 233-5974 ext. 349 or (800) 551-3575 ext. 349

“We help you become more diversified, versatile and profitable”