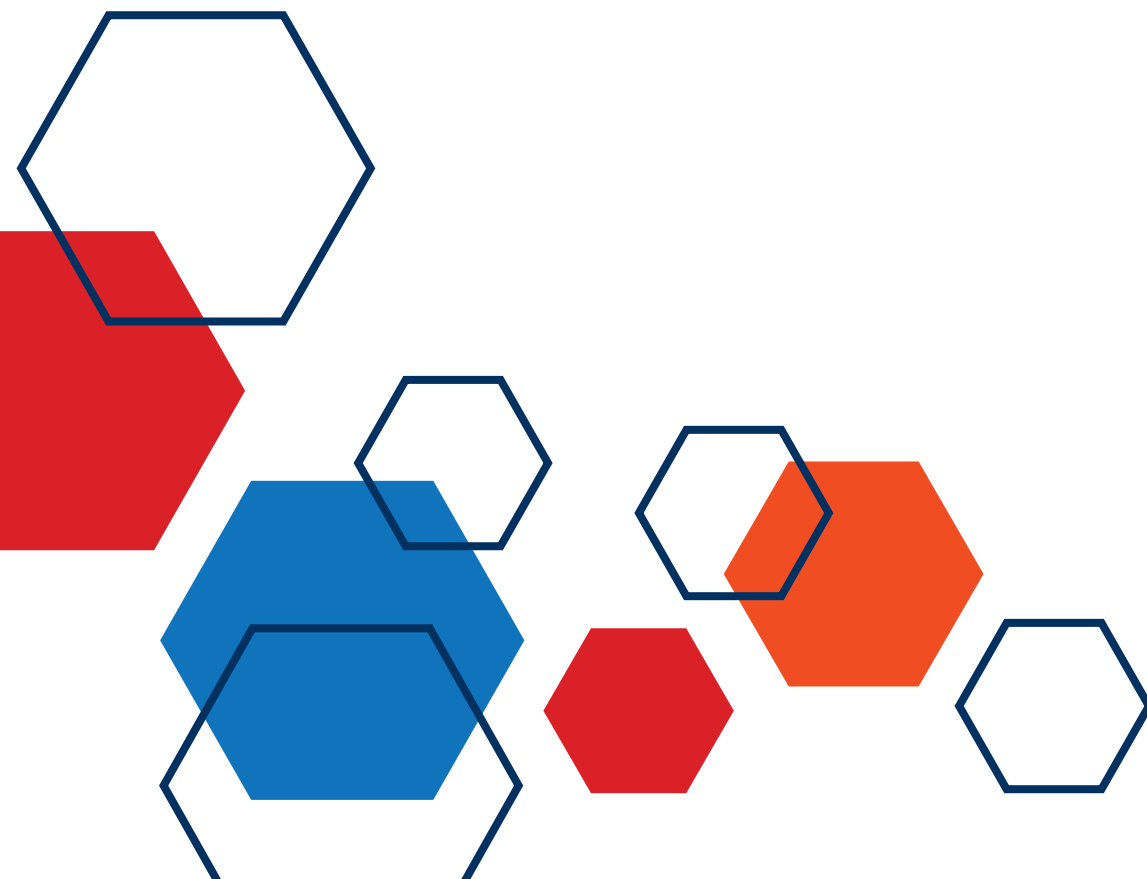


# **Future-Proof Your Leadership:** PBC's Succession Planning Approach



# Importance of Succession Planning

Succession planning is a strategic practice designed to ensure organisations have the right leaders in the right roles to deliver on the organisation's strategic imperatives. It is increasingly being seen as a top workforce planning priority with 79% of board members surveyed in the 2023 Gartner Board of Directors Talent Survey rating executive succession as a very or extremely important talent issue.

Succession planning involves the identification and development of individuals to ensure critical leadership roles can be effectively filled as needed. Without structured succession planning, organisations face increased risks of leadership voids, disruption in strategic direction, and loss of institutional knowledge.

Effective succession planning plays a critical role in organisational success by:

## **SUPPORTING STRATEGIC CONTINUITY & ORGANISATIONAL GROWTH**

Aligns leadership capability and development with the strategic priorities, vision and goals. Clearly articulates the future requirements of organisational leaders and ensures that those best placed to deliver are identified and developed to be role ready.

## **MITIGATING LEADERSHIP GAPS**

Reduces risks associated with unexpected leadership turnover. Provides surety to the Board, leadership team, employees and the market that leadership succession risks have been identified and managed.

## **REDUCES BIAS IN LEADERSHIP PIPELINES**

By implementing data driven capability based succession planning approaches, those leaders who have the capability most aligned to the organisations strategic goals are identified and developed, regardless of gender, tenure age or other factors not related to their capability.

## **ENHANCING EMPLOYEE ENGAGEMENT**

By demonstrating commitment to internal growth and career advancement, organisational engagement of retention rates can be positively impacted.

## **PRESERVING INSTITUTIONAL KNOWLEDGE**

By having a planned approach to success, valuable insights and expertise can be retained within the business.

## **BALANCED LEADERSHIP**

A well balanced succession program identifies those leaders who have the required leadership capability as well as the required technical skills and expertise.



# PBC's Succession Planning Framework

With proven expertise spanning both public and private sectors, we bring extensive experience in delivering impactful talent solutions. Our approach is rooted in data-driven decisions, leveraging validated assessments to provide objective insights into leadership potential and workforce capability.

Recognising that every organisation has unique needs, we offer customised solutions, designing tailored approaches that align with strategic goals and leadership requirements.

Our team of qualified consultants, including psychologists and leadership experts with global experience, ensures that each engagement is backed by deep industry knowledge and best practice. Beyond assessments, we provide ongoing development support, offering personalised development plans and coaching to foster continuous growth and long-term success.

PBC employs a comprehensive seven-step process for effective succession planning, ensuring strategic alignment and leadership readiness.



# Data-Driven Insights for Succession Planning

PBC implements a range of standardised and tailored assessment approaches to provide qualitative and quantitative insight into leadership performance and potential. We customise our approach to ensure comprehensive measurement across a range of leadership capabilities while minimising bias in the assessment process.

			
<p><b>HOGAN PERSONALITY INVENTORY</b>  <b>The Bright Side</b>            The HPI describes how individuals manage stress, interact with others, approach work tasks and solve problems.</p>	<p><b>HOGAN DEVELOPMENT SURVEY</b>  <b>The Dark Side</b>            The HDS describes behaviours that emerge during times of stress, damaging relationships and derailing careers.</p>	<p><b>MOTIVES, VALUES, PREFERENCES INVENTORY</b>  <b>The Inside</b>            The MVPI describes an individual's core values – the goals and interests that determine satisfaction and drive careers.</p>	<p><b>HOGAN BUSINESS REASONING INVENTORY</b>  <b>Reasoning</b>            Measures the ability to evaluate sets of data, make decisions, solve problems, and avoid repeating past mistakes.</p>
<p>Can you do the job?</p>	<p>What will get in your way?</p>	<p>Will you like the job?</p>	<p>How well do you solve problems?</p>
			
<p><b>HOGAN 360</b>  <b>Attitude, behaviour and performance</b>            Individuals gain a better understanding of how they are perceived by managers, peers, direct reports and others.</p>	<p><b>BIOGRAPHICAL SURVEY</b>  <b>Assess career aspirations &amp; experience</b>            Understand current role, responsibilities, qualifications, strengths, achievements, challenges and self-perception as a leader, alongside critical experiences gained.</p>	<p><b>CAPABILITY BASED INTERVIEW</b>  <b>Skills &amp; experience</b>            Competency-based structured interview to assess self-awareness, knowledge, and behaviours for success in the role.</p>	<p><b>BUSINESS METRICS</b>  <b>Organisational data</b>            Quantifiable measures used to evaluate success and performance of an individual in achieving business objectives. May include engagement results or KPIs.</p>
<p>How well do you perform the job?</p>	<p>What got you here?</p>	<p>How well do you know yourself?</p>	<p>How well do you perform for the business?</p>

Contact our team for more information  
[info@peterberryconsultancy.com](mailto:info@peterberryconsultancy.com)

[www.peterberryconsultancy.com](http://www.peterberryconsultancy.com)