

# WORKFORCE STRATEGY:

## Preparing Your Business for the Future

### Is your organization experiencing any of the following:



Executive level leaders are approaching retirement



Baby boomer talent throughout organization nearing retirement



Limited to no succession planning in place



Lack of process for competency-based development for staff growth into key positions

Starting in January, **more than 10,000 baby boomers** a day will turn 65, a pattern that will continue for the next 19 years.

### You need a workforce strategy for succession planning.

#### Leave a legacy by building a culture of shared knowledge to prepare your business for a bright future. Here's how:

- 1 Develop core competencies that apply to everyone in your organization.
- 2 Establish leadership competencies expected of all leaders.
- 3 Put role-specific technical competencies in place.
- 4 Assess individuals based on core, leadership and technical competencies.
- 5 Identify organizational succession planning needs and how they align with career aspirations of your staff.
- 6 Prepare leaders to guide, support and participate in individual development planning.
- 7 Make it a priority to maintain a workforce strategy long-term.



### Companies that make this a priority have employees who:

- Take accountability and interest in their own development
- Explore new opportunities within the organization
- Expand their growth by seeking additional education
- Are loyal to the organization and inspired by the investment that leadership is making in their individual growth
- Have executives who are more open to cross-functional promotions

Do you have a plan to keep talent **engaged** and **growing** within your organization? Is your current talent **excited** about future opportunities for **growth**?