



www.rumin8group.com

THE FUTURE OF COLLABORATIVE SUCCESSION PLANNING



LEAGUE DATA



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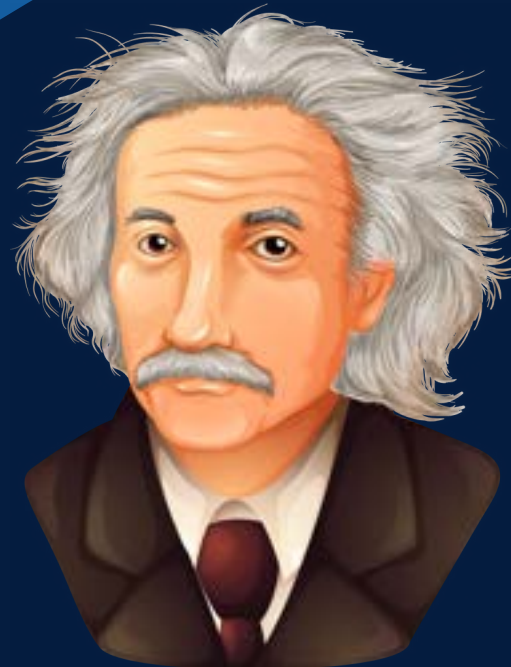
Questions



THE RUMIN8 GROUP



We have worked with companies all over the world on Succession planning, growth strategies, and executive coaching. We focus on creating strategies socratically through strategic questions that help unlock the answers we need to win.



"If I had an hour to solve a problem, I'd spend 55 minutes thinking about the problem and five minutes thinking about solutions." Albert Einstein

Dave Reynolds
rumin·8





What is Succession Planning?

- A business strategy used to identify & develop future leaders, at all levels
- A plan that ensures the business maintains progress when employees retire, leave the company, or move into new roles
- A continued process of proactive planning for preparedness and direction
- A well-developed overview of all roles and the skills, requirements, and expectations needed from each, at all levels

Why is Succession Planning important?

- Provides a comprehensive and regular audit of role clarity
- Ensures the company has a well-structured org chart
- Gives clarity to the promotion & advancement pathways for all employees (Employee investment)
- Encourages individual and team learning and development
- Supports intuitional knowledge retention and acquisition of new talent



Kickoff questions

**WHO HAS SUCCESSION
PLANNING IN THEIR
CORPORATE STRATEGY?**



Kickoff questions

**WHAT DO YOU THINK IS
THE BIGGEST CHALLENGE
COMPANIES FACE
IMPLEMENTING A
SUCCESSION PLAN?**



What do
professional sports
teams and
succession
planning have in
common?



DID YOU KNOW?

**More than
1 in 5 people
in the workforce are
nearing retirement.**

WHY DO COMPANIES OPTIMIZE?

Companies that embrace succession planning experience:

- 50% higher retention rate of key talent
- 20% increase in leadership development effectiveness
- 1.5 times more likely to achieve above-average growth rates compared to those without a plan

(Source: Deloitte's 2020 Global Human Capital Trends)

Succession planning



Proactive Growth

A well-crafted succession plan fuels proactive growth by preparing the next generation of leaders



Risk Mitigation

Minimizes the risks associated with unexpected leadership changes or skills silos



Talent Management

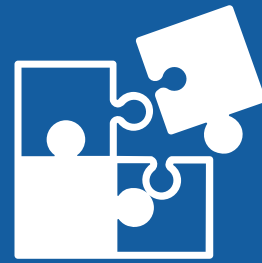
Allows for the strategic development and retention of top talent.



Resilience

Enabling the company to adapt and thrive in the face of challenges

IT'S A COMBINATION!



STRATEGY

Succession planning is a proactive strategy that ensures leadership continuity and long-term growth by identifying and developing future leaders to fill key roles within an organization



CULTURE

Succession planning is as much a culture plan as it is a leadership strategy, fostering a culture of continuous development, accountability, and alignment with organizational values to ensure long-term success



“CULTURE EATS STRATEGY FOR BREAKFAST”

Bullseye Signature 1
Peter Drucker



MAKING THE PIECES FIT

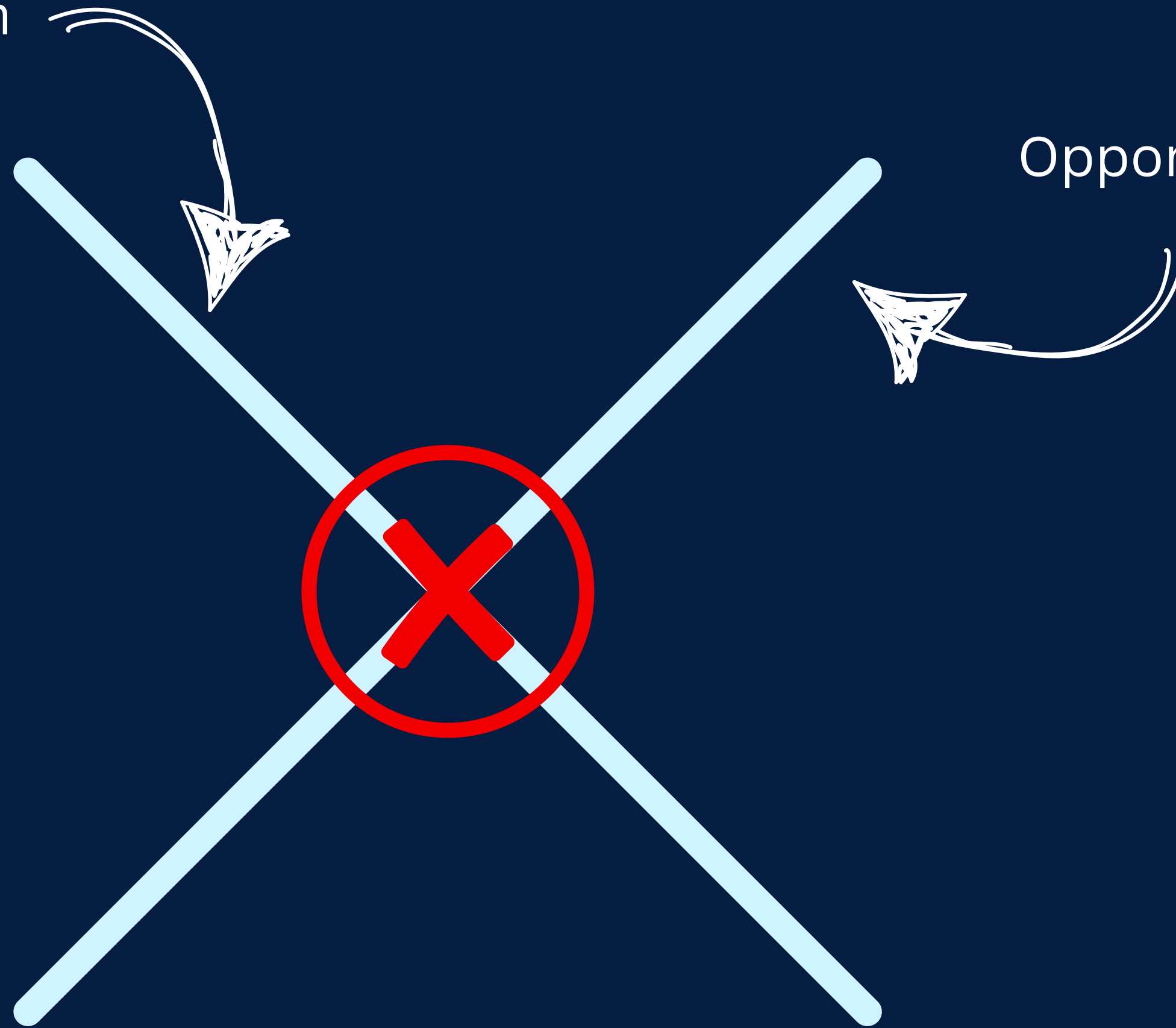
Things to consider:

- Does everyone know their next role?
- Does everyone have a successor?
- How long would it take to train someone to fill this role?
- Who would be best suited to take on this role?
- How would you backfill that position as promotions are given?
- What supports, training, and experience is needed to make these moves successful?



Preparation

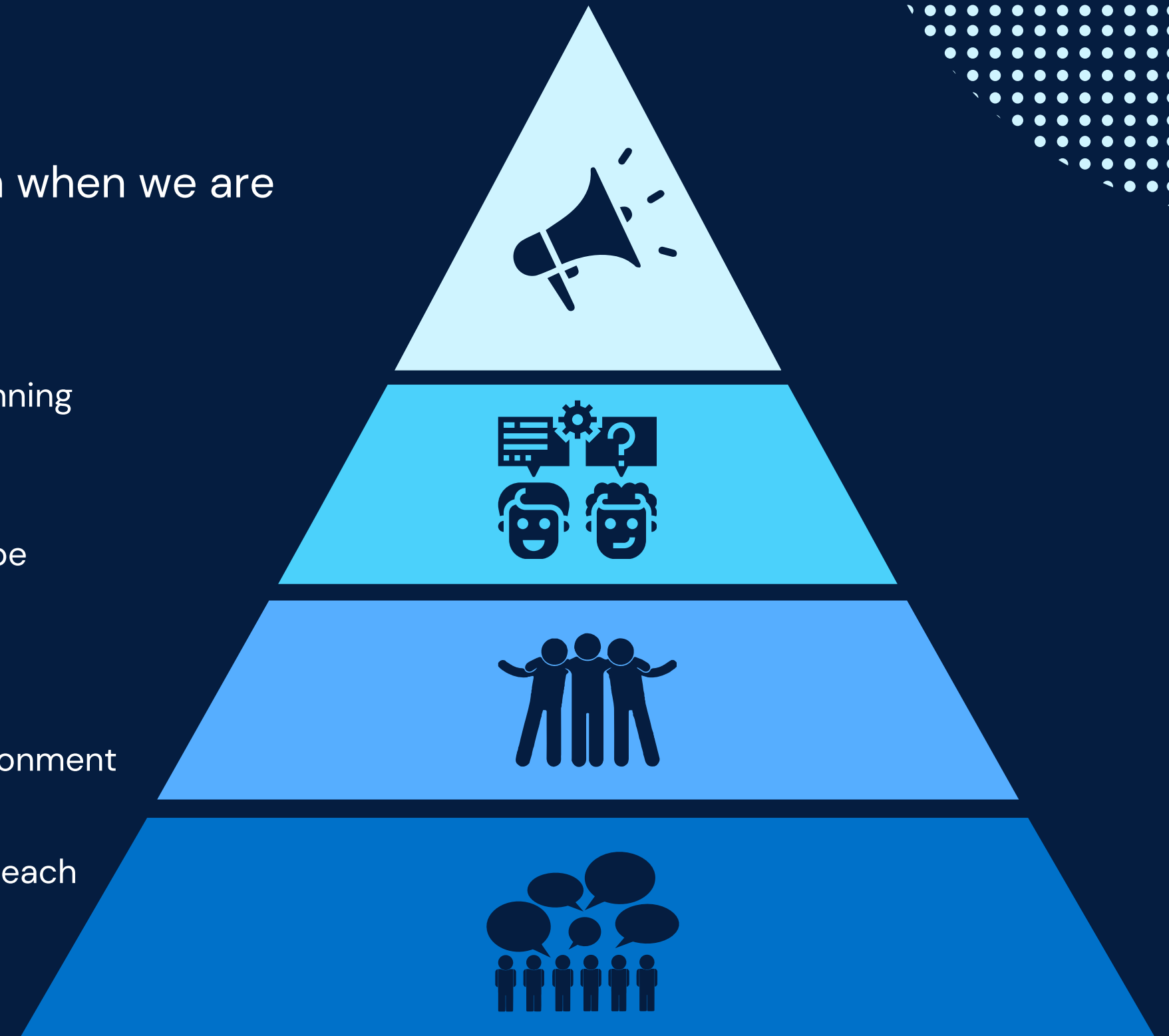
Opportunity



SUCCESSION PATH

Here are some of the elements we focus on when we are getting started as a team.....

- 01** Establish a leadership criteria for succession planning pools in your organization
- 02** Top 2 levels identify their successor. YES it can be multiple people.
- 03** Leadership assessment. Use the criteria for the selection process to evaluate in a non-bias environment
- 04** Design and create succession planning pools for each division. Identify areas that have no successors



DID YOU KNOW?

Lack of growth or advancement opportunities was one of the top five reasons people left their jobs in 2022.

DID YOU KNOW?

**75% OF NEW LEADERS
LACK THE TRAINING
AND SKILLS NEEDED TO
BE SUCCESSFUL IN THEIR
NEW ROLE.**



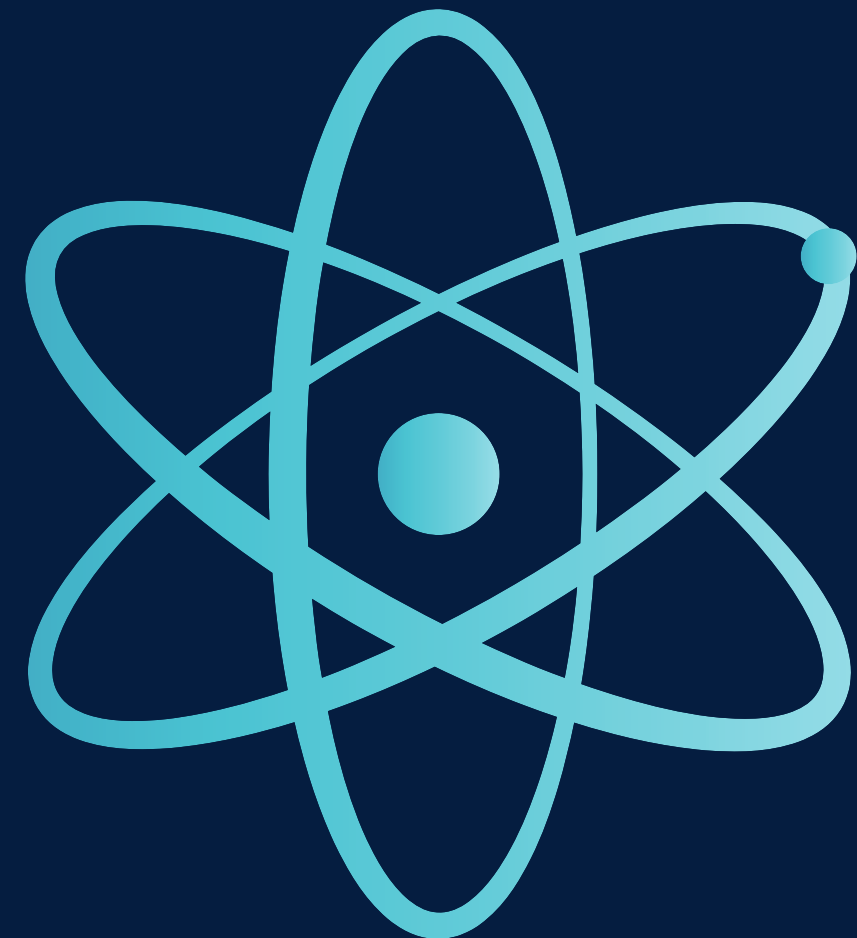
**WHAT IMPACT
DOES THAT HAVE
ON THE
TRANSITION OF
EMPLOYEES?**



CORE ELEMENTS

What are some of the critical building blocks to a succession plan?

- 01 Skills Inventory
- 02 Risk Assessment
- 03 Coaching and mentorship Programs (Knowledge Transfer)
- 04 Simulation
- 05 Succession tools for adoption



Rumin8 SKILLS INVENTORY Succession Planning - PART 1

ROLE:

CANDIDATE:

DATE:

CRITICAL THINKING

Ability to exercise sound reasoning for analytical processes, decision-making, and problem solving.

	1	2	3	4	5
Interpreting Facts	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Reflecting	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Questioning	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Consolidating	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Identifying Patterns	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Drawing Conclusions	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

LEADERSHIP

Empowers the strengths of others to achieve common goals and effectively develops others.

	1	2	3	4	5
Strategic Planning	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Decision-making	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Positive Influence	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Effective Management	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Motivates Others	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Self-Awareness	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

TEAMWORK

Build collaborative relationships and psychologically safe spaces to include all thoughts and ideas.

	1	2	3	4	5
Adaptability	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Interpersonal Skills	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Collaborative	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Resolves Conflict	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Inclusive	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Active Listening	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

CAREER MANAGEMENT

Applies skills, strengths, knowledge, and experiences in relation to career goals and continuous growth.

	1	2	3	4	5
Goal-Oriented	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Flexibility	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Self-Advocacy	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Initiative	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Relationship-Building	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Goal Setting & Planning	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

DIGITAL TECHNOLOGY

Use existing technologies ethically and efficiently to solve problems, complete tasks, and achieve goals.

	1	2	3	4	5
Software Proficiency	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Data Management	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Operating	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Testing	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Troubleshooting	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Digital Security	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

PROFESSIONALISM

Accountability and effective work habits as they relate to workload management and communication.

	1	2	3	4	5
Integrity	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Flexibility	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Authenticity	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Punctuality	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Time Management	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Organization	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Rumin8 SKILLS INVENTORY Succession Planning - PART 2

ROLE:

CANDIDATE:

DATE:

Top Technical Skills

- _____
- _____
- _____
- _____
- _____

Top Interpersonal Skills

- _____
- _____
- _____
- _____
- _____

Cross-Functional Interests

- _____
- _____
- _____

1. How are you leveraging your top skills in your current role?
2. How are you demonstrating your skills in your current role?
3. What new skills would you like to develop and how do these support your growth?
4. What areas within the company would you like to learn more about?
5. What learning & development would best support your growth goals?
6. Where would you apply this new learning?

Rumin8 CRITICAL ROLE Analysis for Succession Planning

ROLE:
 Anticipated Vacancy <1 Year 1-3 Years 3+ Years

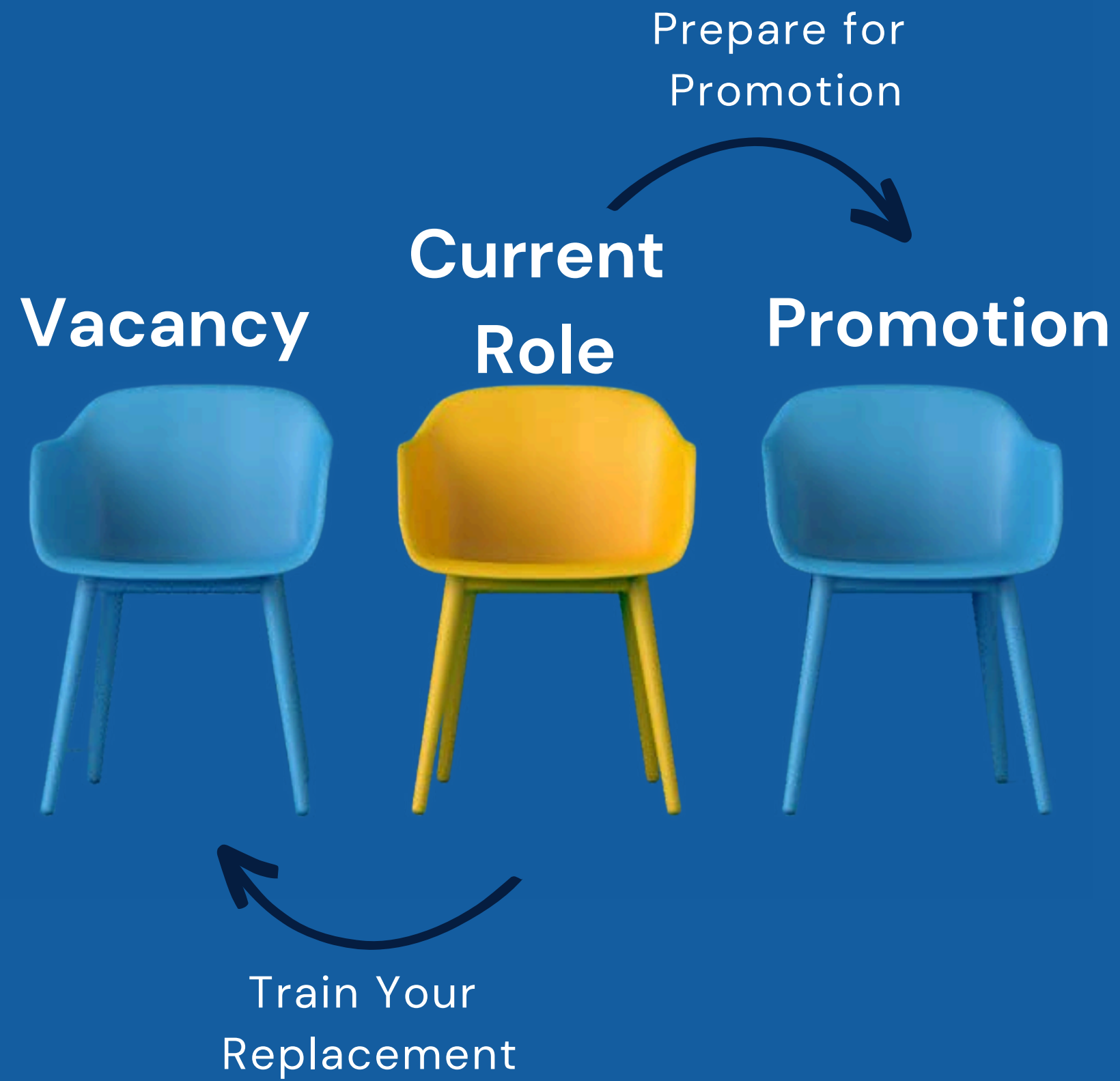
POSITION:
NAME:
 Readiness for Position <1 Year 1-3 Years 3+ Years
 Training Needed <1 Year 1-3 Years 3+ Years
 Backfill Preparation <1 Year 1-3 Years 3+ Years
 NOTES:

POSITION:
NAME:
 Readiness for Position <1 Year 1-3 Years 3+ Years
 Training Needed <1 Year 1-3 Years 3+ Years
 Backfill Preparation <1 Year 1-3 Years 3+ Years
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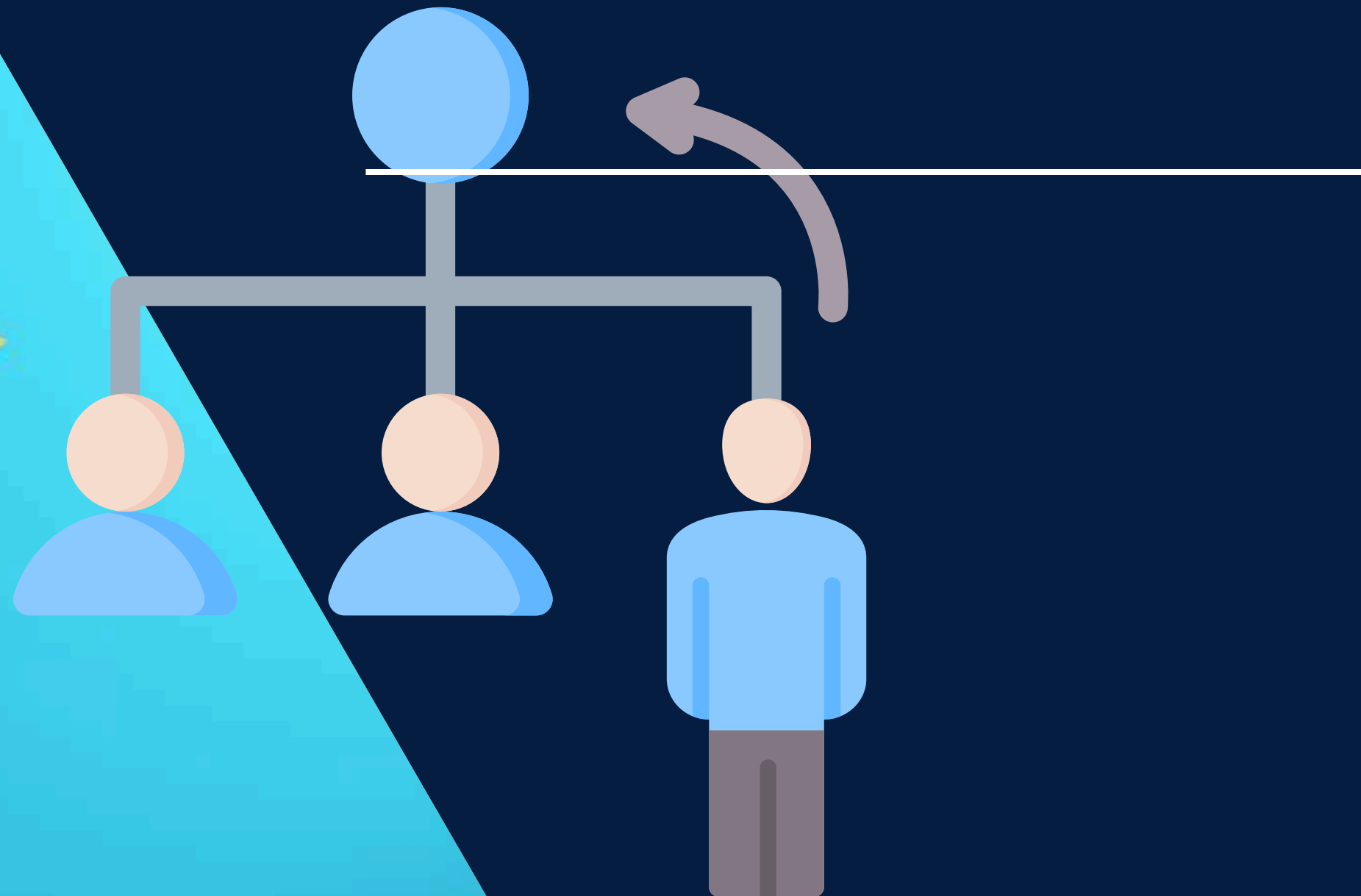




RADICLE
growth
coaching



HOW CLEAR IS YOUR SUCCESSION PLANNING PATHS?



HOW DO THEY SEE IT?



or



Thank you!

Connect with us!

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