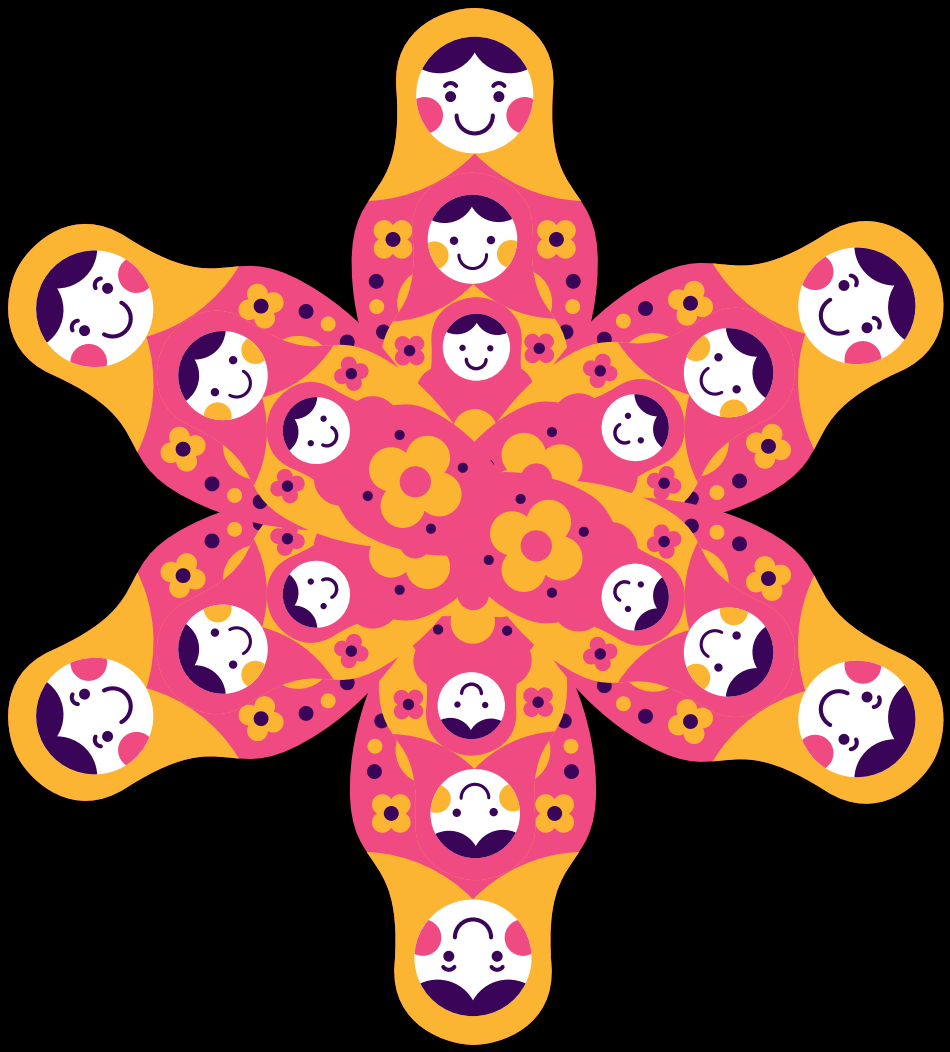

SUCCESSION PLANNING

The Show Must Go On

HR Anexi works with organisations to carefully craft succession plans that look into the future and develop strong leaders and successors for pivotal roles.

HRAnexi

POWERING ORGANISATIONS. EMPOWERING PEOPLE.

An effective succession planning is not simply about a position-driven initiative.

It is a well-planned process that identifies employees to fill in positions as they emerge. It helps to identify and groom high potential managers for advancement into key positions or cultivate a pool of quality leaders with diverse expertise and provide them with opportunities for growth.

Let's start by asking some pertinent questions:

Do you have view of leadership skills or critical roles for your future business?
Will your current bench strength fulfil your future leadership needs?
Do you have successors identified for ready to fill mission - critical roles?
Are you successful in retaining leaders for key roles?

OUR APPROACH to succession planning is rigorous and fivefold leading to an objective and reliable succession planning process. It ensures the initiatives/actions taken in each step will significantly increase the hit ratio on succession plans.

1 CRITICAL ROLE IDENTIFICATION: IDENTIFICATION OF KEY TALENT:

Detailed study of the organisation

- Business Process/ Structure/ Roles and Responsibilities/Grades

Understanding Job Roles and Key Responsibilities

- What are the critical positions? Do they warrant a succession plan? Who do we need to assess in the organisation? What skills and experiences are needed to qualify for each key position? What competencies will be required for each position?

2 ASSESS AND DEVELOP

- Assess individuals using behavioural and psychometric tools to gain insight on individual personality styles and behaviours. This approach combines perception data from the 360° feedback with performance data, and personal traits from 15 FQ+ psychometric tool
- Assessment results are debriefed by experienced assessors in 1-on-1 coaching format to build a developmental action plan with measurable goals

3 CREATION OF SUCCESSION PIPELINE

- Create a road map to key positions with supporting structured development plans which results in a targeted career path to get employees "position ready"
- Design a complete toolbox to provide Job Enrichment including in-role development initiatives, coaching and mentoring, special projects or cross-functional assignments, formal learning workshop that are tied to strategic organisational initiatives

4 DEVELOPMENT MONITORING AND REVIEW

- The next step in the talent process is to use the 9-cell performance potential matrix to identify true high-potentials
- HR Anexi consultants define and calibrate potential objectively

5 GENERATION OF DEVELOPMENT PLANS

An annual or semi-annual status check with Board or Senior Management to ensure success plan continues to align with strategic goals and vision

- Reporting and tracking to evaluate progress, Update development plan for individuals whenever needed Ensure accountability to performance, Measure success to plan, Continue on-going feedback, Status check with candidates to confirm engagement

Succession management is an ongoing process that requires time and diligence, but is an investment that yields high returns for both managers and employees.

HR Anexi's consultants customize a range of initiatives and actions to drive an organisation's performance and growth.

We have tested and proven methodologies and expertise to help family- run businesses build organization alignment, develop capabilities, improve performance and productivity, strengthen culture and leadership. Sustained business success comes with the application of the ***HR ANEXI'S WHEEL OF TRANSFORMATION.***

It is a holistic model that combines an understanding of business, management and family dynamics.