

WELCOME TO OUR:



advo CAT series

A small, cartoonish orange cat character with a white belly patch, standing on the letter 'A' of the word 'CAT'. The cat has its eyes closed and a happy expression.

- Part 3: Continuous and Effective Employee Development
- <https://theolsongroup.com/advocat/>

EFFECTIVE SUCCESSION PLANNING BEGINS WITH STRATEGY



- Andrea Fredrickson
 - Revela
 - More than 30 years in the industry





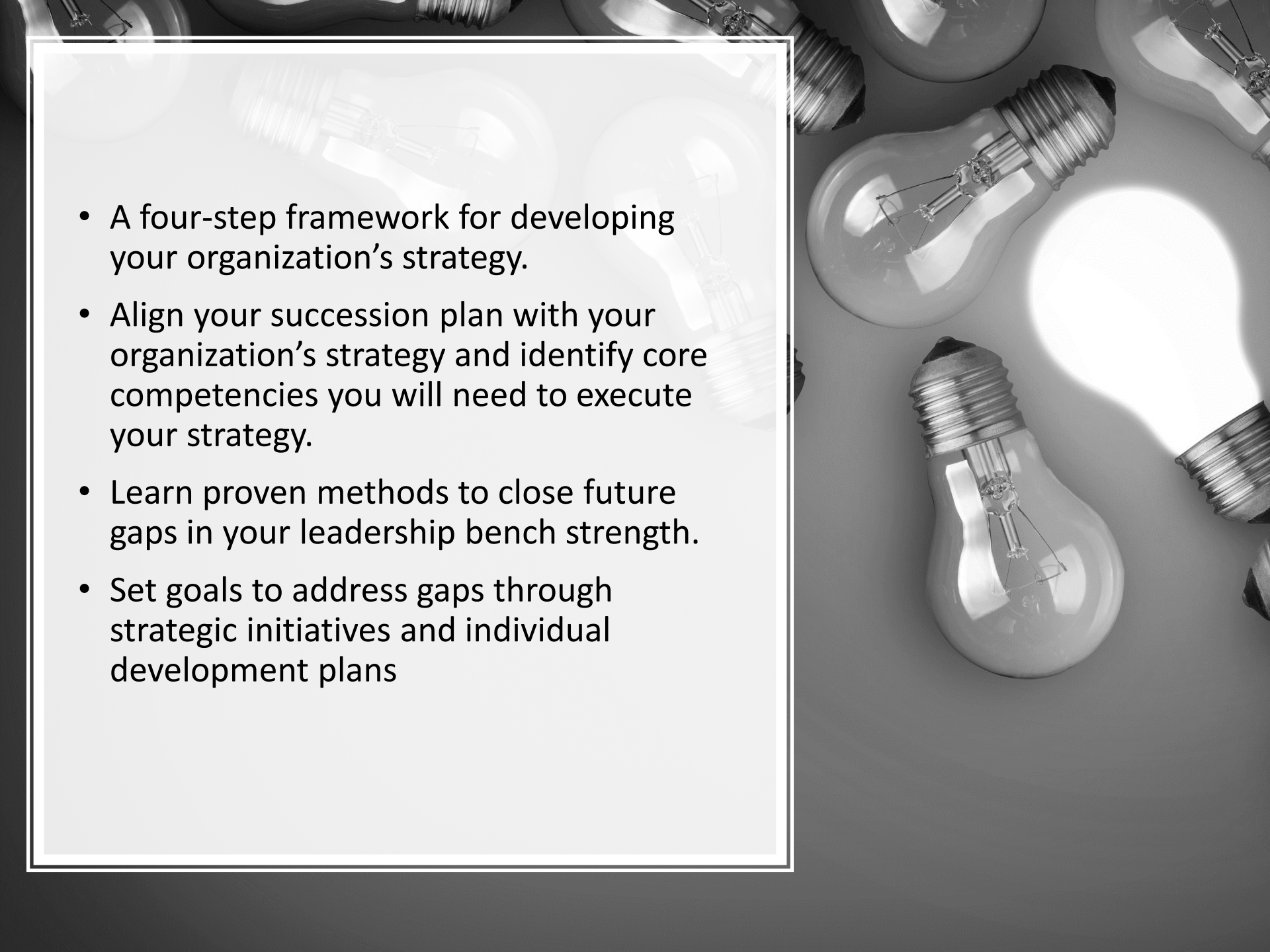
Effective Succession Planning Begins with Strategy



@RevelaGroup

AdvoCAT Series

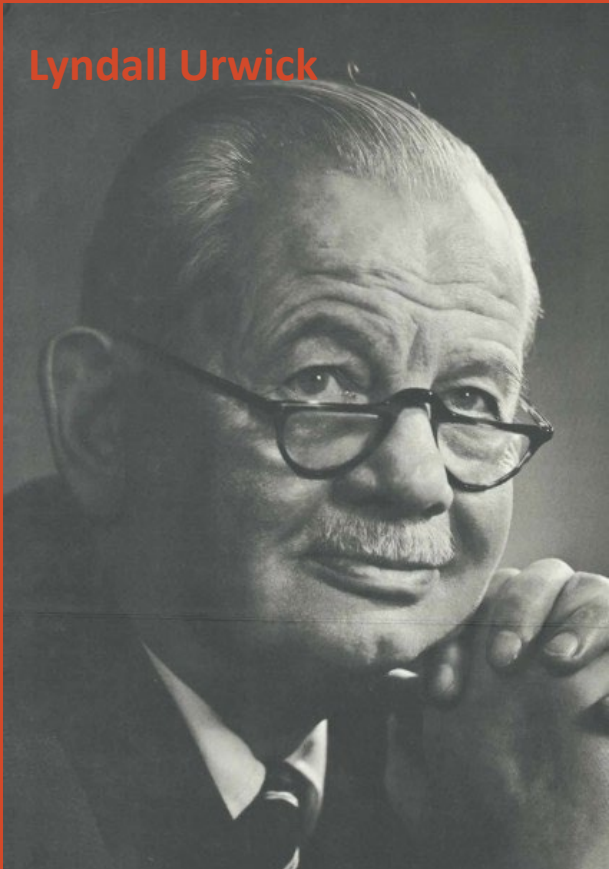
Revela®
Your leaders. Our passion.

- 
- A four-step framework for developing your organization's strategy.
 - Align your succession plan with your organization's strategy and identify core competencies you will need to execute your strategy.
 - Learn proven methods to close future gaps in your leadership bench strength.
 - Set goals to address gaps through strategic initiatives and individual development plans





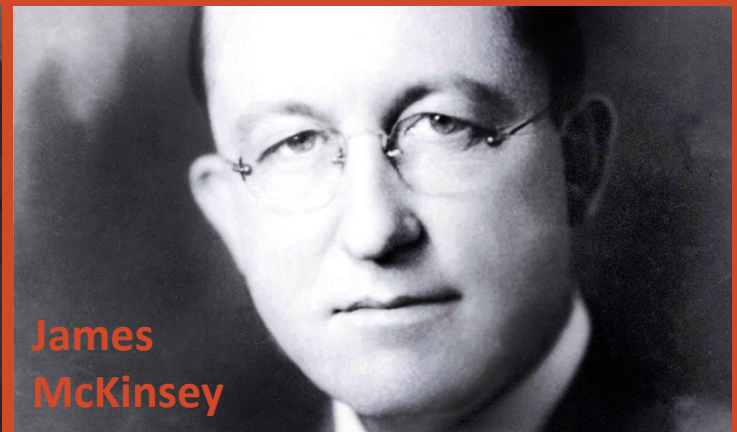
Lyndall Urwick



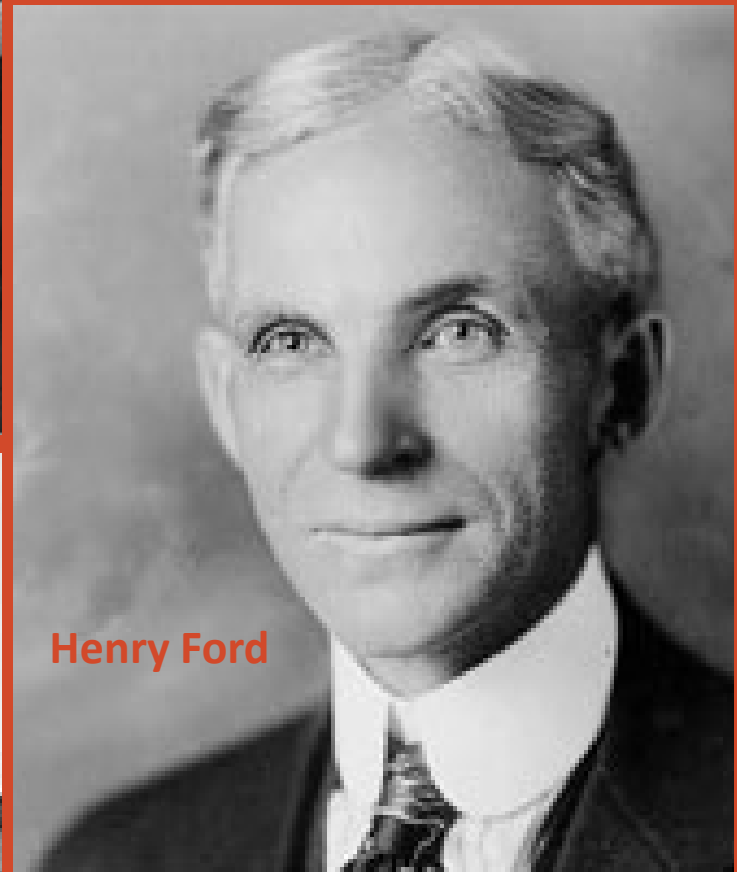
Fredrick Taylor



James
McKinsey



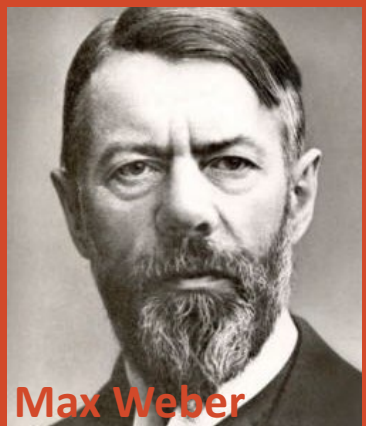
Henry Ford



Douglas
McGregor



Max Weber







1 Clear Identity



- Vision & Future
- Purpose & Mission
- Values & Behavior Standards

2 Focused Marketing



- Core Competencies
- Differentiators
- Brand Promise
- Target Market

3 Strategic Goals



- Strategic Themes
- 3-5 Year Picture
- 1 Year Plan
- Quarterly Goals
- KPIs & Scorecard

4 Rigorous Processes



- Right People
- Right Training
- Right Communication
- Right Solutions
- Right Resources

• • *Rituals of Culture* • •

The background of the slide is a dark grey surface with white chalk-like sketches. These sketches include lightbulbs, clouds, a bar chart, a pie chart, a flowchart with boxes labeled 'PRODUCT', 'MARKETING', 'PROCESS', 'CREATIVE', 'IDEA', 'WORK', 'SALE', and 'MONEY', and various numbers and symbols like '90', '6', '0', '4', '3', '2', '1', 'PLAN', and '!!'.

	Helpful	Harmful
Internal	Strengths S	Weaknesses W
External	Opportunities O	Threats T

Assumptions

- How will goods be bought and sold?
- How will people communicate?
- Where will work be done?
- How will technology impact our industry?
- How will taxes, immigration and import regulations change?
- Where will people be working?

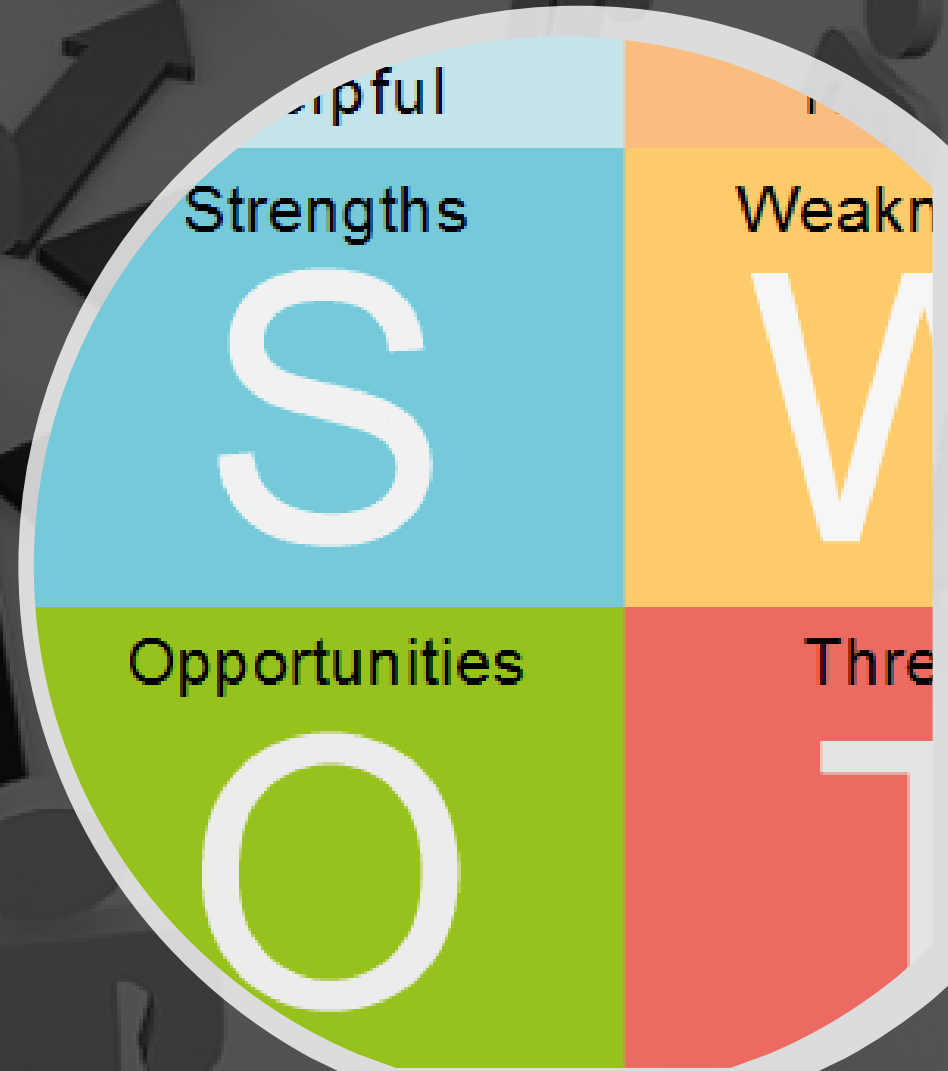


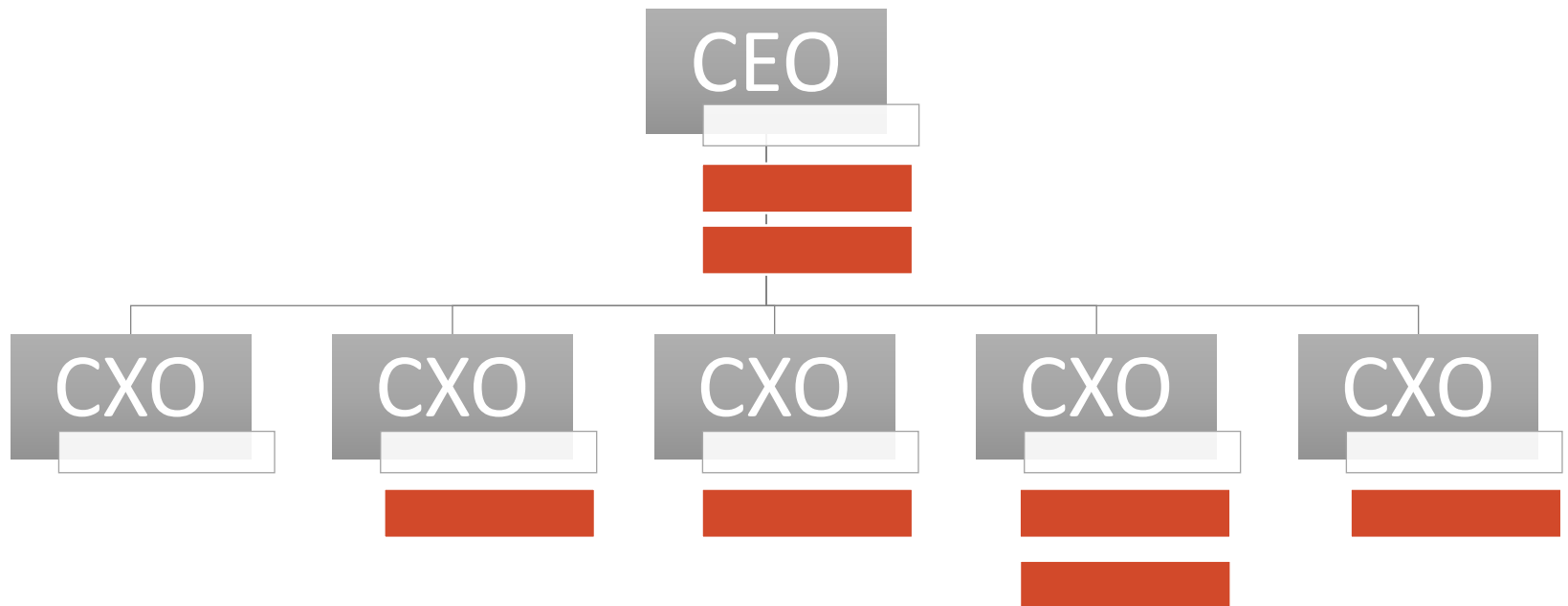
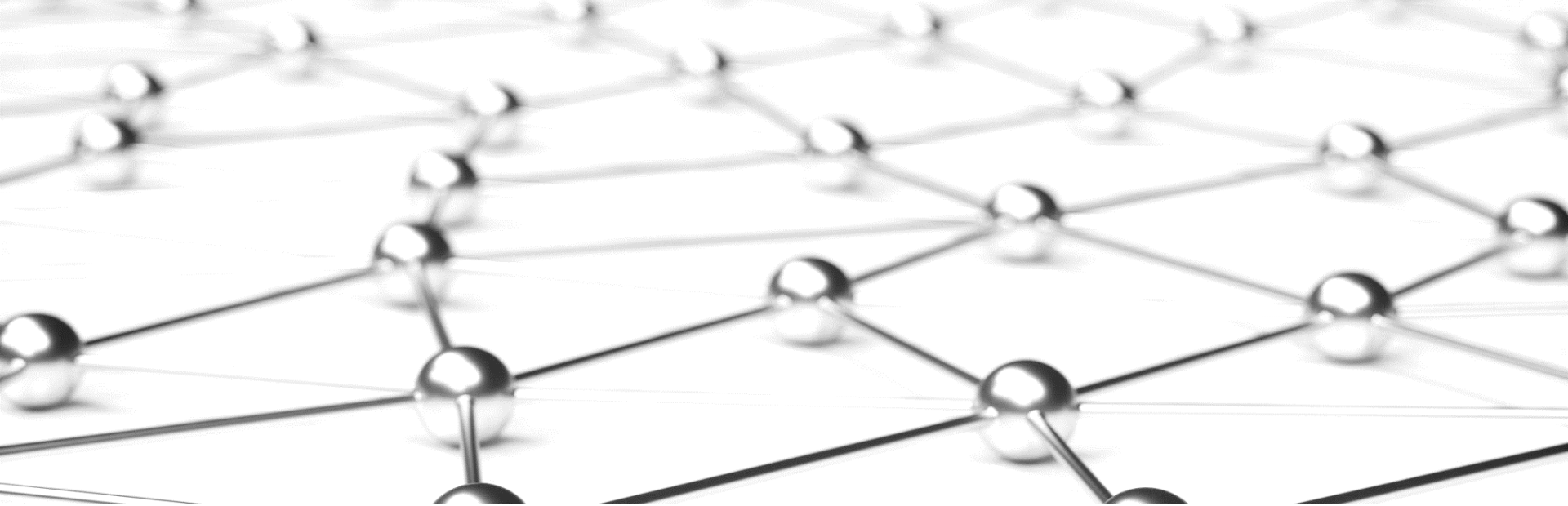
Set Goals




What Is Need in the Future?

- Knowledge
- Skills
- Experiences
- Attitude & Beliefs

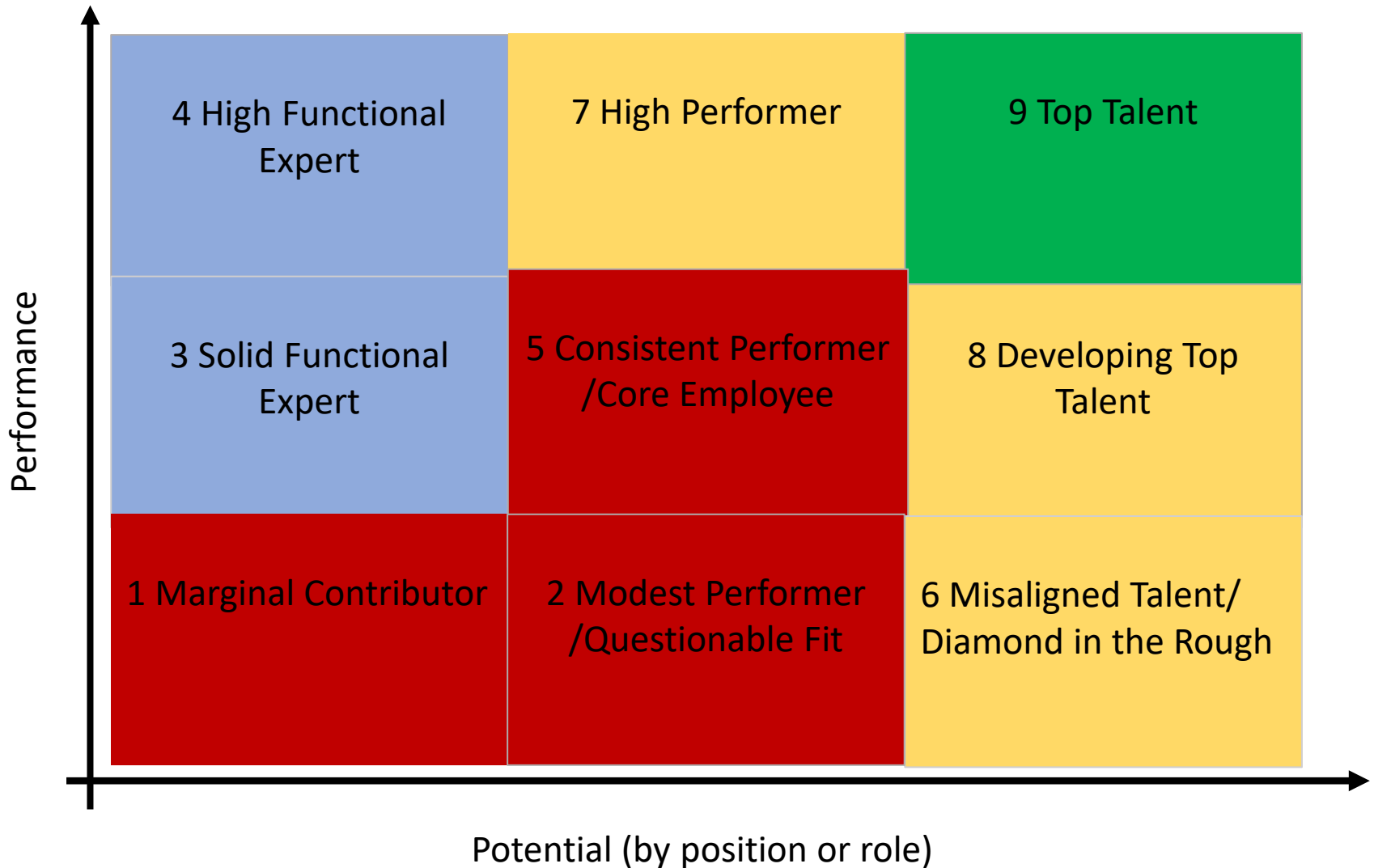


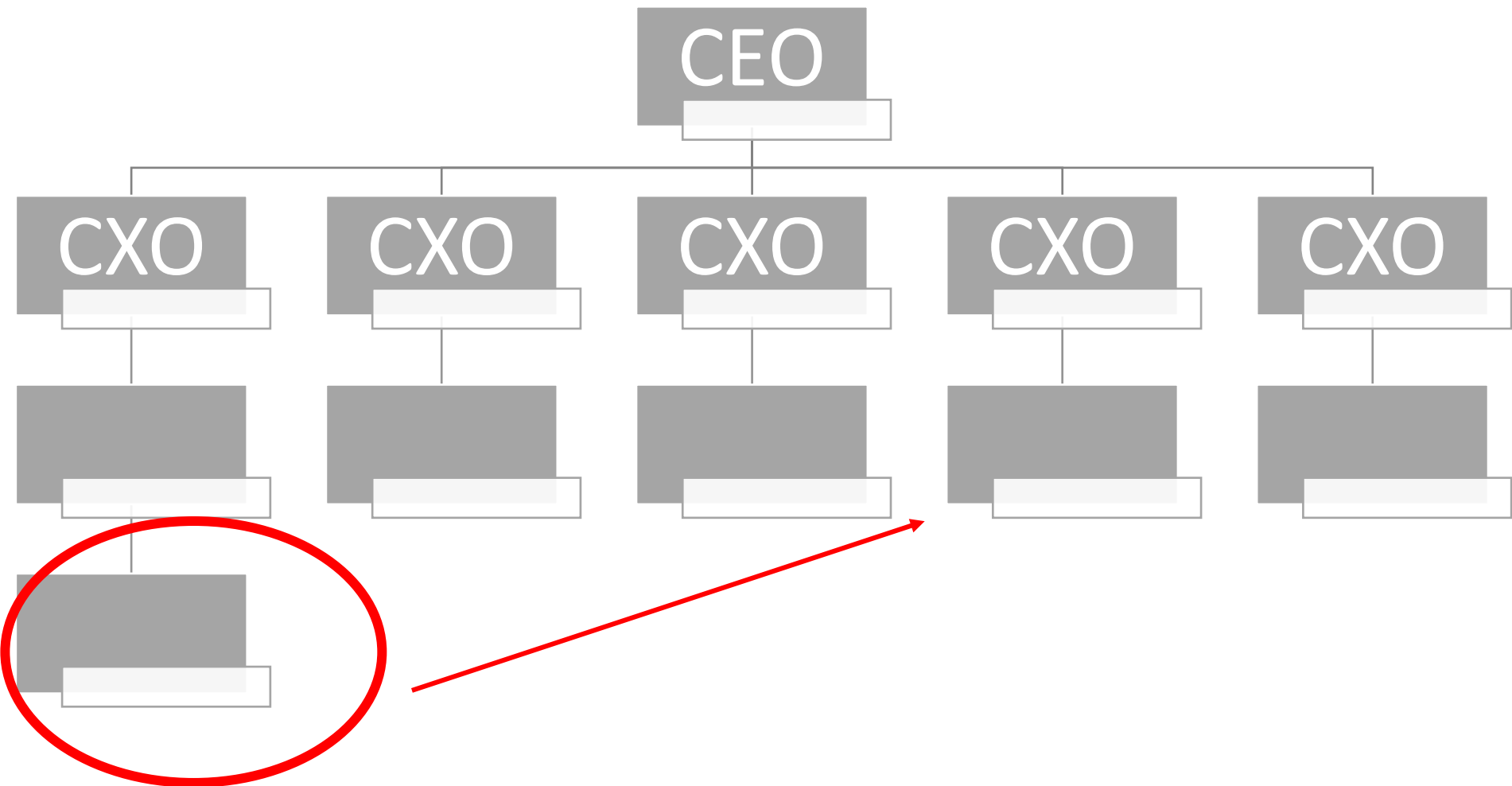


- 
- Sales
 - Business Acumen
 - Data Analytics
 - M&A
 - Connections
 - Visionary
 - Owner thinking
 - Communication
 - Culture development
 - Infrastructure
 - Resilience
 - Architecture
 - Creative thinking

- Robotics or AI
- Strategy
- People development
- Leadership
- Professionalism
- Drive or energy
- Influence
- Pace or tenacity
- Technical knowledge
- Emotional intelligence
- Industry knowledge
- Judgement
- Project management

9 Box Matrix







Get Them What They Need

- Coaching and/or mentoring
- Specific training or education
- Provide experiences
 - Manage project
 - Participate on different teams
 - Fill in a role while a position is vacant
 - Start a new department or division



Follow



@RevelaGroup

Contact

- Andrea Fredrickson
- Andrea@RevelaGroup.com



UPCOMING CONTENT



- Maynard Cooper Webinar
 - Oct. 5
 - 10am CST
 - More details coming soon

SHRM CREDITS



- Approved for 1 hour SHRM Credit Hours
- Will email copy of certificate with recording after today's webinar
- SHRM Program ID: 21-STXXG

GIVEAWAY WINNER

CONGRATULATIONS!!