



## Strategic Succession Management

Growing talent today to deliver greater results tomorrow

Competition, finance reform, and ever-changing marketplace demands have put increased pressure on organizations to deliver new and innovative strategies that span the healthcare ecosystem and build talent capabilities to support implementation. As a result, the traditional approach to succession, which focuses on identifying and developing replacements for specific roles, has become an outdated approach. Today, best-in-class organizations are focusing on growing tomorrow's talent today to deliver results and meet the needs of the future.

### Succession Planning Prepares for the Future

Your organization's future success is dependent on your ability to identify future talent requirements and select and develop leaders who can deliver results. The Leadership Development Group's (TLD Group) succession management process is objective and evidence-based and ensures the right leaders are ready, when and where they are needed - now and in the future.

### Why Choose TLD Group as your Succession Planning Partner?

- **Our Perspective Spans the Entire Healthcare Ecosystem:** Our unique industry focus gives us a distinct perspective on what it takes to lead organizations across the provider, payer, and pharmaceutical industries.
- **Enhance Long Term Growth:** Our disciplined process allows organizations to mitigate the risk of not being able to deliver on strategic priorities by having the right people in the right place at the right time.
- **Reduce Turnover:** Our process identifies your key performers and puts strategies in place to keep them, reducing employee turnover.
- **Create High-Powered Bench:** Our process identifies and monitors key positions within your company to ensure you have strong internal resources to fill key positions.
- **Avoid High Recruitment Expenses:** Our process creates high performing leaders by promoting from within whenever possible.
- **High Impact:** Our proven method aligns your talent to execute your business strategy, ensuring your organization is prepared for future needs.

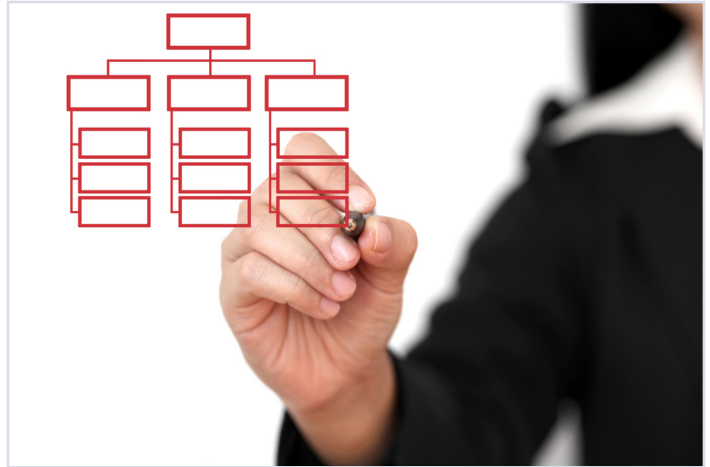
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## Our Succession Planning Process

Our succession management process, grounded in best practice, is led by a team of experts in the field of assessment, selection, and development. We partner with you to proactively identify your future focused talent needs and build your capacity for continuous talent management.

Our process:

- 1. Review Strategy and Implications:** We start by vetting your strategy and determining related future talent needs. Our research suggests that best in class companies are planning for volatility, uncertainty, change, and ambiguity.
- 2. Build Future-Focused Talent Model:** The talent model serves to drive cultural and leadership development to support the strategy and spans across all talent processes such as recruitment, selection, and performance management.
- 3. Develop Role-Specific Success Profiles:** We work with you to develop detailed role profiles which include both behavioral and job competencies as well as leadership expectations, knowledge, skills, and experiences required for each role.
- 4. Assess Talent:** We design and facilitate a sustainable talent management process to enable you to select and develop the next generation of leaders who can lead into the future and/or determine if key roles need to be filled with external candidates.
- 5. Develop Potential:** We customize development for leaders which includes strategically managed assignments, coaching, and targeted training.
- 6. Sustain the Process:** We design sustainability into our succession process to ensure it becomes a consistent part of your talent management framework and overall culture.



*“With the help of The Leadership Development Group, JHL was able to shift from a reactive succession planning process (replacement-focused) to a proactive, future-oriented process with the intent to build a pool of leaders who have new future-oriented competencies to lead the organization in any job. TLD Group provided top-notch expertise and facilitation enabling JHL to establish a future-based competency model for the senior management team, success profiles for all senior leadership roles, and a talent management process to select and develop the next generation of leaders who can lead the organization into the future and/or determine if key roles need to be filled with external candidates. We are thoughtfully building our talent to be positioned for future success.”*

**Audrey Weiner**  
President  
Jewish Home Life (JHL)

## About Us

The Leadership Development Group brings talent development solutions to Senior Executives, Medical & Scientific Leaders, Teams, and Boards within the provider, pharmaceutical, and payer sectors. Our solutions include executive and physician leadership assessment and coaching, organizational development consulting, a speakers bureau, and group leadership development programs including our coveted Applied Physician Leadership Academy® (APLA™). Our solutions are designed to engage and empower leaders to take on the challenges facing the industry and develop the capabilities to execute business strategies that position their organizations for success.

## For more information contact:

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