

Succession Planning Services

*The right people in the right jobs . . .
for the sake of your organization's future.*

Talent that leverages strategy

- To optimize the success of your organization's strategic plan, you need smart succession planning and the effective development of your executive talent.
- *Career Directions*, Michigan's oldest career management firm, offers a portfolio of services to help you identify and develop the executive leadership that will assure your firm's future.

Competency-based assessment

- Working from your organization's strategic plan, *Career Directions* describes the competencies that are required to succeed in specific executive positions. *Career Directions* also identifies the competencies that all leaders in your organization need in order to support a culture of excellence and results.
- *Career Directions* can assess the current level of attainment in critical competency areas, both among individual executives and within various executive teams.

Selection for results

- After identifying the required competencies, *Career Directions* will help you decide if each executive role is best filled by the incumbent, by another internal candidate who can be developed for the job, or by an individual who brings essential qualifications and experience from another environment.
- *Career Directions* combines advanced testing procedures with Behavioral Event Interviewing to predict how candidates will succeed in future positions.

Executive coaching

- *Career Directions'* Certified Executive Coaches help your senior leaders – as well as high potential future leaders – identify their opportunities for growth and take responsibility to achieve that growth.
- *Career Directions* offers a coaching program that maximizes successful change in the one area an executive identifies as crucial to their future leadership success.

Developing the developers

- *Career Directions* offers seminars for senior managers to guide them in maximizing the productivity and development of their subordinates.
- Based on the principle of *Powerful Conversations*, these seminars consist of widely spaced sessions, between which participants practice new skills under the guidance of a coach.

Outplacement

- In those cases where current executives are not a good fit for the organization's strategic direction, *Career Directions'* outplacement staff can assist in a separation process that is smooth and constructive for both the organization and the individual.



Career Directions
Career Management
and
Leadership Coaching

101 North Main Street
Suite 850
Ann Arbor, MI 48104
Tel: 734.663.0677
Fax: 734.663.3670
Email: dg@cdcp.com
Web: www.cdcp.com