NC STATE

Industry Expansion Solutions

Benjamin Franklin once said, "By failing to prepare, you are preparing to fail." This applies to many modern businesses experiencing leadership gaps today. The leadership gap businesses face across all sectors is growing daily. With baby boomers retiring and millennials feeling unprepared to take on leadership positions, having a solution in place is critical to effectively bridge this ever increasing talent gap.

Succession Planning

Succession Planning helps an organization cultivate the leadership necessary for a successful business. By understanding long-term goals, determining workforce development needs and predicted workforce trends, you can prepare future and current leaders to face the ever-changing business environment.

› Identify your organization's leadership needs and long term goals.

› Determine which individuals are ready to take on positions of leadership.

› Develop future and existing leaders through proven training and assessment methods.

Successsion planning can lead to an improved leadership bench strength, an established pipeline of ready and competent leaders and an increased rate of success in achieving long term goals.

Through close collaboration, NC State Industry Expansion Solutions will:

› Identify key leadership roles and responsibilities vital to the success of your organization.

› Help you identify your most critical business drivers (e.g., opening new global markets, boosting market share, driving innovation) important to your company's success.

› Develop Success Profiles utilizing a competency modeling toolset from DDI that outlines the critical knowledge, skills, abilities and core competencies that support the success of individuals in your leadership roles.

› Establish a competency model that aligns with the organization's strategic goals.

› Facilitate a systematic leadership audit on successor candidates that accurately and fairly describes their readiness, willingness and capacity to assume bigger roles and responsibilities.

› Provide resources and training to embed a framework that supports the unique differentiators for leadership in your organization.

› Help establish a robust and relevant development plan for those leaders identified as successor candidates to ensure their success.

› Utilize an online assessment tool that predicts growth based on a person's foundational traits, motivations and initial skills, for targeted development and to guide you towards better succession, promotion, development and business strategy decisions.

Who Should Consider This Solution?

Organizations looking to close the leadership gap and fill their roster with qualified leaders.

Benefits of Succession Planning Include:

› An improved leadership bench strength

› An established pipeline of ready and competent leaders

› An increased rate of success in achieving long term goals

Ready to see how Succession Planning can impact your organization? NC State Industry Expansion Solutions (IES) provides the delivery options and custom solutions that fit your needs—when and where you need it.

Contact us today to learn how IES can help you drive culture change in your organization: ies.ncsu.edu/about/contact-us

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Industry Expansion Solutions (IES) is the engineering-based, solutions-driven, client-focused extension unit of NC State's College of Engineering. Our broad portfolio and deep industry expertise help organizations grow, innovate and prosper. Our extensive partnerships with business, industry, education and government generate a unique culture of collaboration that provides access to cutting-edge expertise, research, and technology.

Grow Your Business With Confidence. Contact Us Today.

Visit our website: www.ies.ncsu.edu to find the IES Regional Manager nearest you. Contact us by phone: 1.800.227.0264 or email: iesservices@ncsu.edu